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manpower and labour relations

REVIEW

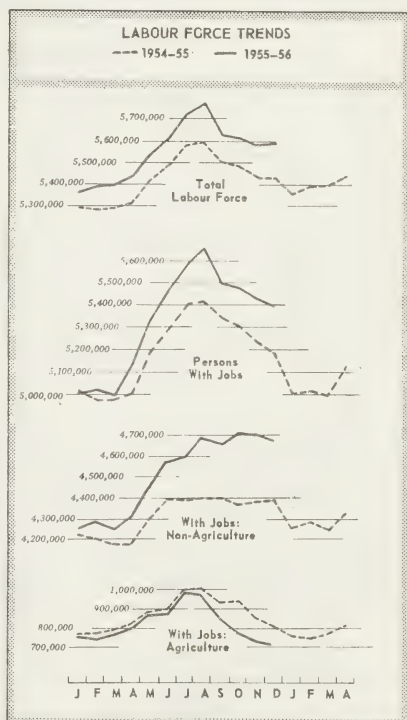
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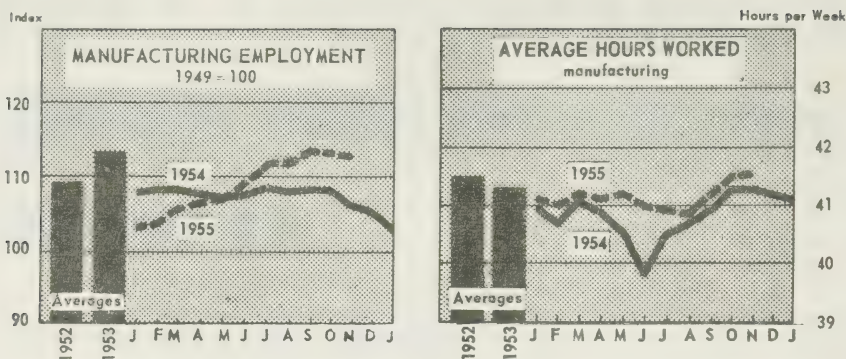
Current Manpower Situation

THE labour market showed continuing strength during December. Despite the effect of severe winter weather on the general level of activity in the latter part of December, the employment decline was more gradual than a year earlier. As a result, the year-to-year increase in employment grew slightly larger. Work forces in forestry, mining and most durable goods manufacturing industries were stable or expanding and reports on employment prospects from industry show continued optimism.

The year ended on a rising trend of economic activity. Although actual figures are not yet available, preliminary data for the fourth quarter of 1955 make it reasonably certain that the volume of total output for the year will show an increase of about 8 per cent over 1954 and 5 per cent over 1953. The economy has therefore fully recovered from the recent minor recession.

The economic expansion of 1955 has been reflected in the monthly labour force estimates. The general pattern of various labour force components during the past few years is outlined in an article on page 32. In the most recent labour force survey (December 10, 1955), persons with jobs were estimated to number 5,388,000, some 200,000 more than a year earlier and 250,000 more than in December 1953. The trend





of non-farm employment continued to rise more sharply than the total, the latest survey indicating a year-to-year gain of 290,000.

The expanding level of production was also reflected in the number of hours worked. While employment in the last quarter was substantially higher than a year earlier, the number of workers on short time was, on the average, about 9 per cent lower. Average hours worked per week in manufacturing remained about one-third of an hour greater than a year before. The longer work-week was most marked in the iron and steel products group. The textile and clothing industries also reported moderate increases in hours during the year.

Job vacancies registered at National Employment offices were more than 50 per cent higher than in December of the last two years. Vacancies for loggers accounted for a large part of the increase, particularly in Quebec. In addition, there were moderate increases in the demand for construction workers, machinists, tool makers and die setters and other metalworking tradesmen and in most occupations for female workers.

A seasonal slackening in production and employment did occur in December, particularly in the industries vulnerable to weather conditions. This was partly offset, however, by the labour demands for a heavy Christmas trade, which usually requires a large number of additional sales clerks during December. As usual, the drop in construction work was responsible for most of the decline in employment. In each of the past three winters, the decline in this industry has exceeded 100,000 and although actual employment figures are not yet available, National Employment Service statistics indicate that this winter's slow-down is proceeding at only a slightly reduced rate. In the four weeks before Christmas the number of construction workers registered with the NES rose by 46,000, compared with 48,000 in the corresponding period of 1954. Among male workers this accounted for almost one-half of the total increase in registrations during the month.

Agricultural employment fell by a further 15,000 in the early part of December, bringing the decline in the number of persons with farm jobs to almost 250,000 since August. Layoffs in the food and beverages industry, amounting to about 10,000, were also reported, while water and rail transportation firms released a further 5,000 to 10,000 workers.

Logging activity declined from the record peak attained in November but was still higher than a year earlier. Production and consumption of

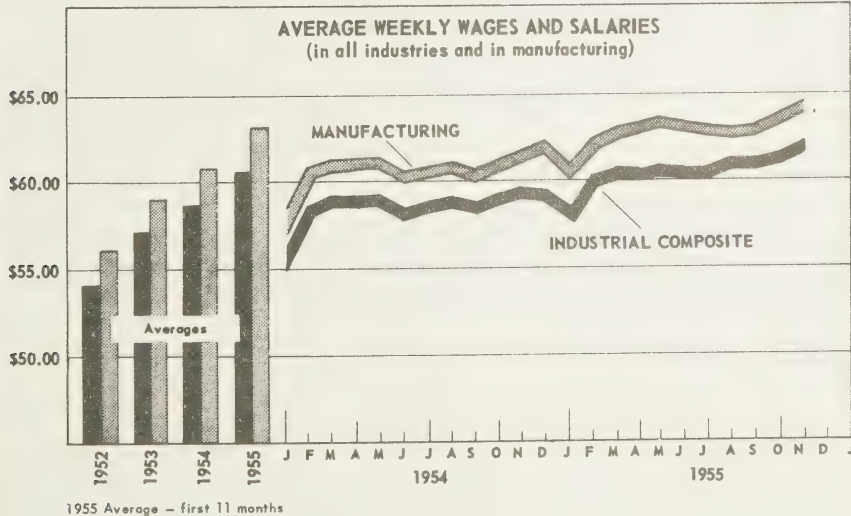
pulpwood had been running about 5 per cent above a year earlier and employment increased correspondingly. Labour turnover in pulpwood logging was higher than in any other industry, amounting to an average of nearly 40 per cent. In 1955, although the turnover rate did not change significantly, labour supply was somewhat tighter than in the past several years. There were no reports of labour shortages, however, although jobs were plentiful in all logging areas.

Unemployment rose by about the usual amount as a result of these seasonal changes but continued well below year-earlier levels. In the week of December 10, 1955, the number of persons without jobs and seeking work was about 200,000 and a further 18,000 had jobs but were laid off temporarily. These figures together represent 3.9 per cent of the labour force, compared with 2.4 per cent in August and 4.9 per cent in December 1954.

All regions in the country shared to some extent in the recovery of the past year; Ontario and the western provinces registered the largest relative gains. In all regions, the increase in activity occurred in the non-agricultural sector and manpower requirements were met in part by drawing on the farm labour force. This was particularly true in the Prairie Provinces, where employment estimates in non-farm work showed an unusual rise of 34,000 between August and December, while employment on farms registered an unusually sharp drop of 121,000. Agricultural employment declined less sharply in other regions but was still substantially lower than a year earlier.

Labour Income and Earnings

Labour income, seasonally adjusted, continued to rise through the first three quarters of 1955. In the third quarter it reached an annual rate of \$13.1 billion, which was more than 8 per cent above the third quarter of 1954. In the first nine months of 1955 labour income exceeded that for the same period of 1954 by nearly 7 per cent. The largest gains in total



wages and salaries, ranging from 9 to 12 per cent, were reported in the finance, service and construction sectors, while the primary industries, manufacturing and trade registered increases of 4 to 6 per cent.

The gains in labour income were a result of increases in all the three factors responsible for its movements—the extent of employment, the number of hours worked and the level of hourly earnings. The increase in real income was about the same, since consumer prices have not changed significantly during the period in question. Employment and hours have been dealt with above. Changes in average hourly earnings are as follows.

In manufacturing, the average hourly earnings of hourly-rated wage-earners rose to 144.8 cents in October 1955, an increase of 4.1 per cent from October 1954 and 6.0 per cent from October 1953. The hourly earnings in the mining industry reached an all-time high of 161.8 cents, 3.5 per cent higher than in October 1954 and 5.2 per cent higher than in October 1953. In the construction industry, hourly earnings were 150.7 cents in October 1955, a considerable gain from both 1954 and from 1953, with the exception of building construction, where the average hourly earnings did not reach the exceptionally high 1953 peak. Electric and motor transportation as well as services also recorded substantial gains during the two-year period. According to preliminary data for November 1955, all these industries except transportation continued to make further advances in hourly earnings.

The average weekly earnings showed, in general, even larger rises than the average hourly earnings, partly because of increases in the number of hours worked per week. This rapid advance in the average weekly earnings of wage-earners and salaried employees in all industries has been continuing through recent years, as may be seen from the accompanying chart, and reached an all time high of \$61.49 in October 1955. This was \$2.24 above year-earlier levels. Preliminary data show that the rise continued in November.

Manufacturing, the largest industrial group, recorded a \$2.65 increase in average weekly wages and salaries to \$64.04 between October 1954 and October 1955. The durable goods manufacturing industry made slightly larger gains than the non-durable goods industry, from \$66.30 in October 1954, to \$69.18 in October 1955, compared with a rise from \$56.89 to \$59.05 in non-durables. Among the other leading industrial divisions, mining reached the highest level of average weekly wages and salaries in October 1955, amounting to \$73.83; public utilities was next with \$70.49, followed by transportation with \$65.05. The lowest weekly earnings were recorded in trade, at \$52.54, and in services, at \$40.87. These industries, however, have also shown substantial increases in weekly wages and salaries compared with year-earlier levels.

Labour-Management Relations

BEGINNING in late January, a board of conciliation will try to settle differences between the Canadian railway companies and unions representing 140,000 non-operating employees. It appears that little progress towards agreement was made in direct negotiations concerning the request of the unions for an 18-per-cent wage increase, 8 cents an hour to finance a health and welfare plan, and an increase in paid statutory holidays from five to eight per year for hourly-rated employees, with pay for these eight days to be granted to monthly-rated employees who are already entitled to such holidays.

The dispute is of particular concern, not only because of the size and essential nature of the industry but also because agreements between the parties in the past few years have been reached with difficulty. A strike occurred in 1950 and arbitration was resorted to when another strike seemed imminent in 1954. These difficulties of the past few years have created problems for management, labour and the government in finding solutions for deadlocked bargaining situations.

Eric Taylor of Toronto has been named Chairman of the Board of Conciliation. The nominee of the companies is Paul S. Smith, a Montreal lawyer, and the nominee of the unions is David Lewis, a Toronto lawyer. Mr. Taylor has specialized in conciliation work in the past few years, particularly in Ontario.

In December, a modified guaranteed annual wage or supplementary unemployment benefit plan was negotiated to cover approximately 900 employees of Electric Auto-Lite Limited. The United Automobile Workers of America represented the workers. The plan is similar to those negotiated earlier in the year in the automobile industry in the United States. The company will pay .5 cents an hour per employee into a trust fund which, subject to regulations under the Unemployment Insurance Act, will be used during periods of layoff to supplement unemployment insurance benefits for a maximum of 26 weeks.

Since the first modified GAW plan was negotiated in June between the UAW and the Ford Motor Company in the United States, the union reports that similar benefit plans have been extended to more than a million of its members under some 200 contracts.

In contrast with the growth of collectively bargained supplementary unemployment benefit plans in the United States, their inclusion in collective bargaining agreements in Canada has been rare. In addition to the recently negotiated scheme mentioned above, the only such plans adopted in Canada are those under agreements negotiated by the United Steelworkers of America for employees of the Continental Can Company of Canada Limited and the American Can Company of Canada Limited; by Massey-Harris-Ferguson Limited and the United Automobile Workers of America; and by Molson's Brewery, Limited and an association of its employees.

Bargaining on the GAW will be stepped up in this country in 1956. It is reported that the United Automobile Workers and General Motors of Canada, Limited, have agreed on a plan similar to those negotiated

during 1955 in the United States, which will be incorporated in their agreement when the current strike is settled. In view of this and the spread of such benefit plans in the automobile industry in the United States, the guaranteed wage will undoubtedly be an important factor later this year in negotiations of the UAW with the Ford Motor Company of Canada, Limited, and the Chrysler Corporation of Canada, Limited.

Although fewer work stoppages occurred in 1955 than in 1954, and fewer workers were involved, the time-loss in man-days was 25 per cent greater. The figures for both years are as follows:

	No. of Stoppages	Workers Involved	Man-days Lost
1954	174	62,250	1,475,200
1955 (preliminary)	148	57,400	1,865,600

More than half the time lost during 1955 was caused by the strike of approximately 14,000 employees of General Motors of Canada, represented by the United Automobile Workers of America. Three stoppages involving the Ford Motor Company of Canada, Limited, and the United Automobile Workers, DeHavilland Aircraft of Canada, Limited and the same union and the Canada Wire and Cable Company, Limited, and the United Electrical, Radio and Machine Workers of America, accounted for a further 25 per cent of the man-days lost.

Current Negotiations

Transportation — In addition to the negotiations for railway employees noted above, collective bargaining is in progress in other important sectors of the transportation industry.

Operators of boats on the Great Lakes waterways system, represented by the Association of Lake Carriers, have had meetings with representatives of the sailors. Three unions, the Seafarers' International Union, representing unlicensed personnel; the National Association of Marine Engineers, representing licensed engineers; and the Canadian Merchant Service Guild, representing licensed officers, are reported to be co-operating through a joint committee. Previously the three unions bargained separately. The demands include a substantial increase in wages and a change from the traditional monthly basis of pay to hourly rates. Reference to conciliation has been made on behalf of the Association and one of the unions (Seafarers' International).

A dispute between three locals of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and the Motor Transport Industrial Relations Bureau has been referred to a board of conciliation. Involved are approximately 60 trucking firms in Ontario and representatives of their 6,000 employees. The union is reported to be seeking a large number of changes in wages and working conditions, including a substantial wage increase, more restrictive overtime pay regulations and a health and welfare plan.

The agreement between the same union and trucking firms in the Vancouver area is also being re-negotiated. Little information on the progress of this bargaining was available at the time of writing.

Bargaining has begun on behalf of the airline pilots of Trans Canada Air Lines and Canadian Pacific Air Lines, Limited. The pilots are represented by the Canadian Air Line Pilots' Association. Meanwhile, extended negotiations and conciliation affecting the Canadian Air Line Flight Attendants' Association and Canadian Pacific Air Lines have failed to bring agreement and a strike vote is reported to have been taken.

Mining—Negotiations have been under way between the Dominion Coal Company, Limited, on behalf of its mining operations in Nova Scotia, and District 26, United Mine Workers of America, on behalf of the miners. The current contract expires January 31 and the union is reported to be seeking some adjustments in wage rates though not a general wage increase. Depressed conditions in the industry have created problems for both management and employees in recent years.

The agreement between District 18 of the union and coal operators in western Canada does not expire until July.

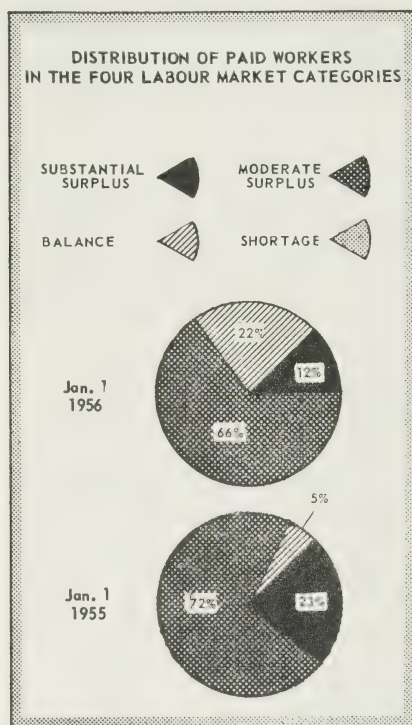
In the metal mining industry, the United Steelworkers of America has been successful in negotiating new agreements with a number of gold and base metal mines in northern Ontario and Quebec, providing for a 44-hour week. Negotiations between the union and other mine managements are continuing. A new agreement signed by Lakeshore Mines, Limited, and the International Union of Mine, Mill and Smelter Workers provides a reduction in hours to 44 per week without loss in take-home pay. Agreements between this union and the large base metal mining and smelting companies, International Nickel Company of Canada, Limited, and Consolidated Mining and Smelting Company of Canada Limited, do not expire until the end of May.

Steel—Collective bargaining will get under way shortly in the basic steel industry over contracts expiring in March and April. The United Steelworkers is representing the employees and the companies involved are: Steel Company of Canada, Limited, Hamilton; Algoma Steel Corporation, Limited, Sault Ste. Marie; and Dominion Steel and Coal Company, Limited, Sydney.

Recent Agreements

Among agreements recently signed are the following: John Labatt, Limited, and National Brewery Workers' Union, Local No. 1, a 3-year contract providing wage increases and other benefits; Dow Brewery, Limited, Montreal and Quebec, and the International Union of Brewery Workers, a 3-year agreement providing wage increases and advanced fringe benefits; Garment Manufacturers' Association of Western Canada, Winnipeg, and Amalgamated Clothing Workers of America, an agreement providing a wage increase and improved fringe benefits; Fiberglas Canada, Limited, and Oil, Chemical and Atomic Workers, following a strike, a one-year agreement providing wage increases; Montreal Locomotive Works, Limited, and the United Steelworkers of America, an agreement providing a wage increase; and the United Hatters, Cap and Millinery Workers' International Union and the Association of Millinery Manufacturers, Montreal, an agreement providing a wage increase and fringe benefits.

Manpower Situation in Local Areas



THE usual large seasonal curtailment in outdoor activities during December affected virtually all Canadian labour market areas. At the beginning of January, 58 of the 109 areas were reclassified: 35 from balance to moderate labour surplus, 20 from moderate to substantial surplus and three from balance to substantial surplus. At January 1 there were still 16 areas, representing 22 per cent of all paid workers, in the balanced category, 68 in the moderate surplus category and 25 in the substantial surplus category, compared with eight areas (representing only 5 per cent of all paid workers) in balance, 76 in the moderate and 34 in the substantial surplus category a year earlier.

Labour requirements in nearly all areas continued at higher levels than a year before. The improvements in classification, however, were concentrated in the Ontario region,

where 13 areas, including Toronto, were still in the balanced category, compared with only five areas at the same time a year before. All regions shared in the seasonal shifts in classification but in the Ontario and Prairie regions the changes were chiefly from balance to moderate surplus while in the Atlantic, Quebec and Pacific regions they were mainly from the moderate to the substantial labour surplus category.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Jan. 1 1956	Jan. 1 1955	Jan. 1 1956	Jan. 1 1955	Jan. 1 1956	Jan. 1 1955	Jan. 1 1956	Jan. 1 1955
Metropolitan	2	4	7	6	2	1	—	—
Major Industrial	5	8	19	18	3	1	—	—
Major Agricultural	1	1	11	11	2	2	—	—
Minor	17	21	31	32	9	4	—	—
Total	25	34	68	67	16	8	—	—

*See inside back cover October 1955 *Labour Gazette*

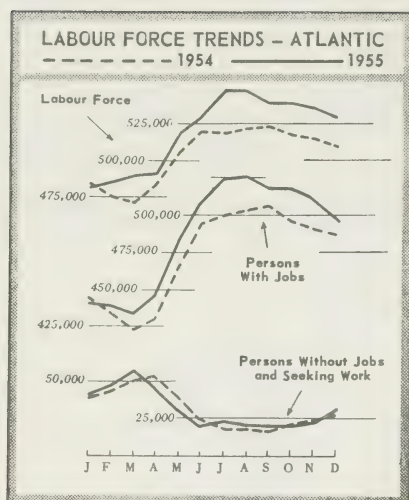
CLASSIFICATION OF LABOUR MARKET AREAS,

January 1, 1956

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	QUEBEC - LEVIS ← ST. JOHN'S ←	Calgary EDMONTON ← HAMILTON ← MONTREAL ← Vancouver - New Westminster ← WINDSOR Winnipeg	Ottawa - Hull Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	CORNER BROOK ← MONCTON ← NEW GLASGOW ← SHAWINIGAN FALLS ← TROIS RIVIERES ←	Stratford Cornwall Farnham - Granby FORT WILLIAM - PORT ARTHUR ← Halifax Joliette KITCHENER ← Lac St. Jean LONDON ← Niagara Peninsula Oshawa Peterborough Rouyn - Val d'Or Saint John SARNIA ← Sherbrooke Sydney TIMMINS - KIRKLAND ← LAKE Victoria	Guelph Kingston Sudbury	
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)	RIVIERE DU LOUP ←	BRANDON ← Charlottetown Chatham Lethbridge MOOSE JAW ← NORTH BATTLEFORD ← PRINCE ALBERT ← REGINA ← SASKATOON ← Theftord - Macpentic - St. Georges YORKTON ←	Barrie Red Deer	
MINOR AREAS (labour force 10,000 - 25,000)	BEAUHARNOIS ← Central Vancouver Island Chilliwack BATHURST ← DRUMMONDVILLE ← GASPE ← MONTMAGNY ← NEWCASTLE ← OKANAGAN VALLEY ← PRINCE GEORGE ← RIMOUSKI ← SOREL ← STE. AGATHE - ST. JEROME ← ST. STEPHEN ← SUNNERSIDE ← VALLEYFIELD ← YARMOUTH ←	Belleville - Trenton Bracebridge BRIDGEWATER ← Campbellton CRANBROOK ← Dauphin EDMUNDSTON FREDERICTON GODERICH GRAND FALLS Kamloops KENTVILLE LACHUTE - STE. THERESE Lindsay Medicine Hat NORTH BAY OWEN SOUND PEMBROKE Portage la Prairie Prince Rupert QUEBEC NORTH SHORE ← SIMCOE ST. JEAN ST. HYACINTHE SWIFT CURRENT TRAIL - NELSON Truro Victoriaville WALKERTON WEYBURN Woodstock N.B.	Brampton Dawson Creek Dunnheller Galt Listowel Sault Ste. Marie Stratford St. Thomas Woodstock - Ingersoll	

← The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

ATLANTIC



EMPLOYMENT in the Atlantic region declined slightly more than usual during December, largely because of bad weather. Layoffs were heaviest in logging and construction but staff reductions also occurred in fishing, trucking, lake shipping and some parts of manufacturing. Logging employment fell sharply in Newfoundland during the first two weeks of December as many contractors were reaching their pulp cutting quotas but the number of persons engaged in the industry was substantially greater throughout the month than in December 1954. Elsewhere in the region, employment continued to

show year-to-year improvement, reflecting a strengthening in the demand for lumber and pulpwood. Retail and wholesale trade establishments reported a busy season; staff requirements increased noticeably during the month in preparation for the Christmas trade. During the three-week period ended December 10, the total of persons with jobs declined by 17,000 to 495,000, which was 12,000 higher than the figure for the same date in 1954.

Fourteen of the 21 areas in the region were reclassified during the month—five from balance to the moderate surplus category and nine from the moderate to the substantial surplus category. At January 1, the area classification was the same as a year before: in moderate surplus 12; in substantial surplus 9.

Local Area Developments

St. John's (metropolitan). Reclassified from Group 2 to Group 1. Since seasonal industries predominate in this area, substantial employment variations usually occur between summer and winter. In the month under review, unemployment increased at about the usual rate, as construction, logging, fishing, road and highway transportation were curtailed. Nevertheless, total employment at the end of the month remained higher than a year earlier.

Corner Brook (major industrial). Reclassified from Group 2 to Group 1. Job opportunities decreased substantially as cutting operations were being completed in the logging industry. By the end of the month, log hauling was underway throughout the area and it was becoming evident that more workers were needed for these operations than in the previous year. Construction employment fell sharply in December, reaching a slightly lower level than a year earlier; an unusually early winter hastened the decline this year.

New Glasgow (major industrial). Reclassified from Group 2 to Group 1. The increase in unemployment was confined almost entirely to seasonal activities.

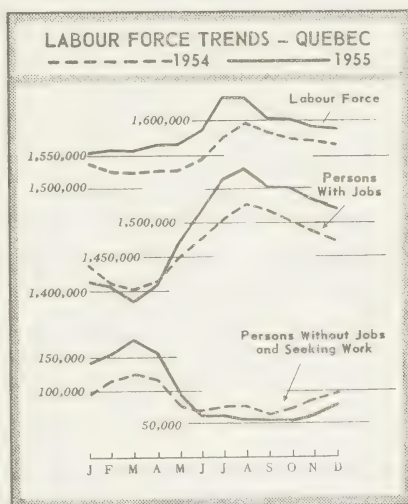
Moncton (major industrial). Reclassified from Group 2 to Group 1. Seasonally low employment levels were reached in agriculture, road construction and fish canning plants. Building construction showed very little change during the month and was considerably more active than a year earlier. A year-to-year pick-up in employment was also recorded in the logging industry as a result of improved markets for long lumber; at the end of the month, labour requirements in this industry exceeded available supplies.

Bathurst, Newcastle, St. Stephen, Summerside and Yarmouth (minor). Reclassified from Group 2 to Group 1.

Bridgewater, Edmundston, Fredericton, Grand Falls, and Kentville (minor). Reclassified from Group 3 to Group 2.

QUEBEC

LABOUR requirements decreased seasonally in Quebec during December but employment remained higher than a year before in all local labour market areas. Persons with jobs were estimated to number 1,517,000 at December 10, 15,000 fewer than in November but 46,000 more than a year earlier. The major drop in employment in outdoor activities did not occur till the latter part of the month, when construction declined considerably. A number of seamen and longshoremen were also laid off following the closing of the shipping season on December 13. Labour surpluses increased in all local labour market areas and particularly in the smaller ones where employment depends primarily on outdoor activities. Manufacturing, logging and the pulp and paper industries continued very active.



Declines in seasonal activities during December resulted in the reclassification of 17 labour market areas in the region; five moved from balance to the moderate labour surplus category, three from balance to substantial surplus and nine from the moderate to the substantial surplus category. At January 1, classification of the 24 areas in the region was as follows (last year's figures in brackets): in moderate surplus 13 (11); in substantial surplus 11 (13).

Local Area Developments

Montreal (metropolitan). Reclassified from Group 3 to Group 2. Shortage of civil engineers and related occupations, which had been severe all through the year continued in December. Employment in manufacturing remained high except in clothing, certain food processing industries and leather products, where seasonal influences depressed employment. Construction activity tapered off but production of certain building supplies remained high.

Quebec-Lévis (metropolitan). Reclassified from Group 2 to Group 1. Closure of the Lévis shipyards for an extended Christmas-New Year vacation increased seasonal surpluses of labour during December. Renewal of activities was reported in the shoe industry.

Showinigan Falls (major industrial). Reclassified from Group 2 to Group 1. Unemployment increased seasonally during the month and a non-seasonal employment decline occurred in foundries. Manufacturing and industries not affected by seasonal factors continued to be very active.

Trois Rivières (major industrial). Reclassified from Group 2 to Group 1. The labour surpluses were mostly seasonal in nature, intensified by the closing down of some textile companies for extended inventory-taking. Shortages of lumbermen continued.

Rivière du Loup (major agricultural). Reclassified from Group 3 to Group 1. Unemployment increased seasonally during the month.

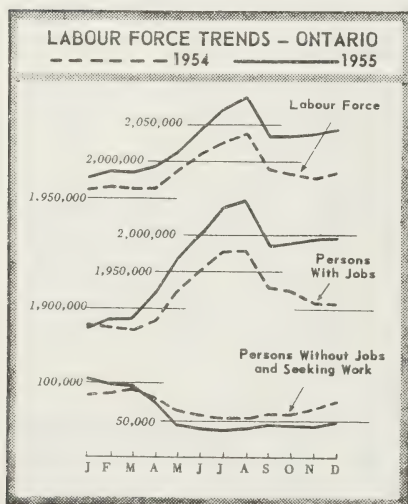
Beauharnois (minor). Reclassified from Group 3 to Group 1. The usual seasonal increase in the labour supply was intensified by a temporary shutdown of several plants as a result of electricity shortages caused by cold weather.

Sorel (minor). Reclassified from Group 3 to Group 1. Although NES registrations increased sharply, the total was still almost 50 per cent lower than a year earlier because of sustained activity in construction.

Drummondville, Gaspé, Montmagny, Rimouski, Ste. Agathe-St. Jérôme and Valleyfield (minor). Reclassified from Group 2 to Group 1.

Lachute-St. Thérèse, Quebec North Shore, St. Hyacinthe and St. Jean (minor). Reclassified from Group 3 to Group 2.

ONTARIO



EMPLOYMENT in Ontario remained steady during the early part of December; the number of persons with jobs at December 10 was unchanged from November 19 at 1,994,000 and 86,000 higher than in December 1954.

During the second half of the month extremely cold weather and heavy snowfalls brought some construction jobs to a halt and slowed down others. Log cutting and hauling were also retarded by the heavy snow and many of the loggers moved out of the bush for the Christmas holiday. Manufacturing industries continued to be busier than usual for this time

of year. Completion of Christmas production, however, brought some small layoffs and there were temporary closures for stock-taking and inventory adjustment in the consumer goods industries. There was also

some seasonal slackness in automobile production during the last two weeks of December and continuation of the General Motors strike resulted in further production decreases at feeder plants.

Twelve areas were reclassified from balance to the moderate surplus category during the month. At January 1, the labour market classification was as follows (last year's figures in brackets): in balance 13 (5); moderate surplus 21 (23); and substantial surplus 0 (6).

Local Area Developments

Hamilton (metropolitan). Reclassified from Group 3 to Group 2. Seasonal slackness in construction and temporary layoffs at Ford in Oakville brought the area into moderate surplus by the beginning of January. However, nearly all manufacturing industries in the area were working at capacity.

Ottawa-Hull (metropolitan). Remained in Group 3. Construction work slowed down during the extremely cold weather at the end of the month but this was partly offset by hiring of extra Christmas help for the Post Office Department and by the letting of Public Works painting and repair contracts.

Toronto (metropolitan). Remained in Group 3. Heavy industries continued at capacity with engineers, draughtsmen, tool and die makers and other skilled metal workers still short. There was some reduction in consumer goods industries and some increase in the amount of short time in the textile industry.

Windsor (metropolitan). Reclassified from Group 3 to Group 2. By the end of the month, the usual seasonal layoffs had begun in both the automobile assembly and supplier plants. Tool and die makers were still short and total job applicants were less than half as many as last year's.

Kitchener (major industrial). Reclassified from Group 3 to Group 2. Seasonal reductions in the rubber footwear industry were largely responsible for bringing the area into surplus.

London (major industrial). Reclassified from Group 3 to Group 2. Temporary closures for inventory and production change-over affected 1,400 workers during the final week in December but most of these were expected to be recalled early in January.

Oshawa (major industrial). Remained in Group 2.

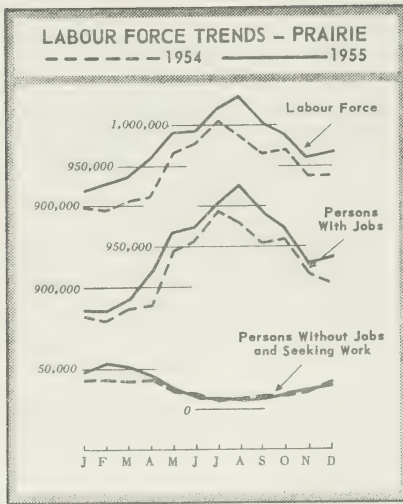
Sarnia (major industrial). Reclassified from Group 3 to Group 2. Production of auto parts slowed down during the month.

Timmins-Kirkland Lake (major industrial). Reclassified from Group 3 to Group 2. Heavy snows brought road construction to a halt and slowed down log cutting and hauling.

Goderich, North Bay, Owen Sound, Pembroke, Simcoe and Walkerton (minor). Reclassified from Group 3 to Group 2.

PRAIRIE

EMPLOYMENT in the Prairie region remained unusually high during December. In the three-week period ended December 10, the number of persons with jobs increased by 3,000 to 938,000, which was 34,000 higher than the figure at December 11, 1954. During the last half of the month employment decreased following a spell of exceptionally cold



weather that curtailed most outdoor activities. In the construction industry, employment opportunities for unskilled workers declined sharply but few skilled tradesmen were laid off during the month. Manufacturing employment continued at notably higher levels than a year earlier, the sharpest year-to-year gains being recorded in the transportation equipment, non-metallic mineral and petroleum and coal products industries. The only sizeable layoff in manufacturing during the month occurred in the railway rolling stock industry, which released 175 workers because of a shortage of orders.

Eleven labour market areas were reclassified during the month. At January 1 the classification of the 20 areas in the region was as follows (last year's figures in brackets): in balance 3 (3); in moderate surplus 17 (16); in substantial surplus 0 (1).

Local Area Developments

Calgary (metropolitan). Remained in Group 2. Heavy storms and subzero temperatures brought construction to a standstill during December but many contractors reported work would be resumed when temperatures moderated. Trade and service establishments showed the usual employment expansion in anticipation of a busy Christmas season; the local post office hired 830 workers. Most industries in the area maintained above-average employment levels.

Edmonton (metropolitan). Reclassified from Group 3 to Group 2. Unskilled construction workers accounted for most of the increase in unemployment. Very few skilled workers were released as heating facilities enabled them to continue interior work during the cold weather. A shortage of woods workers developed at some camps following an upturn in lumbering and logging activities. Qualified auto mechanics, body men, stenographers, typists and bookkeepers were also in short supply.

Winnipeg (metropolitan). Remained in Group 2. Employment reductions during the month were almost entirely seasonal. Most manufacturing lines showed some slackening but the number of persons released was smaller than usual.

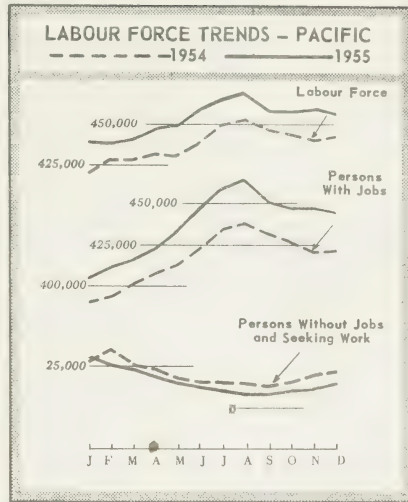
Fort William - Port Arthur (major industrial). Reclassified from Group 3 to Group 2. Although construction employment was continuing at higher levels than a year earlier, activity in the industry gradually declined during December.

Brandon, Moose Jaw, North Battleford, Prince Albert, Regina, Saskatoon and Yorkton (major agricultural). Reclassified from Group 3 to Group 2.

Swift Current and Weyburn (minor). Reclassified from Group 3 to Group 2.

PACIFIC

EMPLOYMENT in the Pacific region declined somewhat more than seasonally during December as cold weather accompanied by heavy snowfalls curtailed operations in logging, sawmilling and construction. Manufacturing activity, however, continued strong and the employment situation was generally more favourable than a year earlier. The transportation industries and retail trade were quite busy. In the week ended December 10, the estimated number of persons with jobs was 444,000; this was 3,000 lower than in November but 23,000 higher than in December 1954. Unemployment was considerably lower than last year.



Although some seasonal decreases in manufacturing employment occurred, machine shops and general engineering plants were busier in December than a year earlier. Foundries, shipyards, paint and cement plants were also busy. The mining industry remained buoyant in areas where weather conditions were not too severe.

Four labour market areas were reclassified during the month, two from balance to the moderate labour surplus category and two from moderate to substantial labour surplus. At January 1, classification of the ten labour market areas in the region was as follows (last year's figures in brackets): in moderate labour surplus 6 (5); in substantial labour surplus 4 (5).

Local Area Developments

Vancouver-New Westminster (metropolitan). Remained in Group 2. Logging operations decreased sooner than expected because of bad weather but camps did not close as early as last year for the holiday season. The large sawmills maintained full production but some smaller mills reduced operations because of log shortages caused by unfavourable weather. Seasonal layoffs occurred in some phases of manufacturing. The iron and steel industries were quite active. Employment in the construction industry continued at a high level.

Victoria (major industrial). Remained in Group 2. Logging was severely hampered, especially during the latter half of the month. Sawmills operated steadily. Machine shops, shipyards and the chemical industry were quite busy. The construction industry continued to be active.

Cranbrook and Trail-Nelson (minor). Reclassified from Group 3 to Group 2.

Okanagan Valley and Prince George (minor). Reclassified from Group 2 to Group 1.

Current Labour Statistics

(Latest available statistics as of January 10, 1956)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Dec. 10	5,588,000	+ 0.1	+ 2.8
Total persons with jobs.....	Dec. 10	5,388,000	- 0.6	+ 3.9
At work 35 hours or more.....	Dec. 10	4,749,000	- 2.9	+ 2.5
At work less than 35 hours.....	Dec. 10	512,000 ¹	+34.4	+13.8
With jobs but not at work	Dec. 10	127,000	-14.8	+21.0
With jobs but on short time	Dec. 10	42,000 ¹	+27.3	0.0
With jobs but laid off full week	Dec. 10	18,000	+50.0	+12.5
Persons without jobs and seeking work ..	Dec. 10	200,000	+23.5	-19.4
Total paid workers	Dec. 10	4,230,000	- 0.5	+ 6.6
In agriculture	Dec. 10	74,000	-10.9	-29.5
In non-agriculture	Dec. 10	4,156,000	- 0.3	+ 7.6
<i>Registered for work, NES (b)</i>				
Atlantic	Dec. 8	34,849	+28.1	-13.8
Quebec	Dec. 8	81,995	+27.7	-21.6
Ontario	Dec. 8	81,263	+19.4	-32.8
Prairie	Dec. 8	49,500	+37.0	- 4.2
Pacific	Dec. 8	39,087	+19.0	-13.4
Total, all regions	Dec. 8	286,694	+25.5	-21.0
<i>Claimants for Unemployment</i>				
Insurance benefit	Dec. 1	219,786	+34.8	-28.3
Amount of benefit payments	Nov.	\$8,661,628	+14.9	-38.2
Industrial employment (1949=100).....	Nov. 1	118.2	- 0.3	+ 5.1
Manufacturing employment (1949=100)	Nov. 1	112.7	- 0.6	+ 6.0
Immigration	1st 9 mos.	86,607	-	-31.7(c)
<i>Industrial Relations</i>				
Strikes and Lockouts—days lost	Dec.	340,410	-	+26.5(c)
No. of workers involved	Dec.	17,720	-	- 7.8(c)
No. of strikes	Dec.	15	-	-15.0(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	Nov. 1	\$62.18	+ 1.1	+ 4.0
Average hourly earnings (mfg.).....	Nov. 1	\$1.45	+ 0.3	+ 3.4
Average hours worked per week (mfg.)	Nov. 1	41.6	+ 0.2	+ 0.7
Average weekly earnings (mfg.)	Nov. 1	\$60.44	+ 0.6	+ 4.2
Consumer price index (av. 1949=100)	Dec. 1	116.9	0.0	+ 0.3
Real weekly earnings (mfg. av. 1949=100) ..	Nov. 1	124.0	+ 0.6	+ 4.1
Total labour income	October	1,139	+ 1.2	+ 9.1
<i>Industrial Production</i>				
Total (average 1935-39=100).....	October	283.6	+ 1.0	+10.8
Manufacturing	October	284.6	+ 0.3	+10.5
Durable.....	October	341.0	+ 1.2	+15.3
Non-Durables.....	October	248.5	- 0.5	+ 6.6

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, October 1955 *Labour Gazette*.

(b) See inside back cover, October 1955 *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

¹ Religious holiday occurred during the survey week.

Notes of Current Interest

Howe Predicts Expansion To Continue This Year

Another year of rapid economic expansion for Canada in 1956 was predicted by Hon. C. D. Howe, Minister of Trade and Commerce, in his year-end review. He advised caution, however, against excessive buying.

The boom in 1955, economically the best year in the country's history, is "solidly based," he said; but whether "speculative excesses and other dislocating influences" develop will depend on future attitudes and decisions of individual consumers and business men.

The record growth of the economy "still has some way to go," he said. "Given appropriate restraint on the part of all groups in the economic community, prospects for a relatively prolonged period of economic expansion appear bright indeed." He also said that considering the recent tempo it was surprising how far, up to the present, the economy had escaped "those strains and excesses which eventually lead to deterioration".

The scarcity of some materials, the tightening of credit, and the rise in interest rates, Mr. Howe said, might provide a necessary means of regulating the pace of expansion. The scarcity of certain materials, which is expected to continue in 1956, may have an important effect in limiting the size of the 1956 investment program, he added.

Mr. Howe believed that the gross national product, which rose 10 per cent in 1955 to \$26,400,000,000, will go still higher in 1956. But whereas virtually all of the 1955 increase was in volume, some of the increase in 1956 will probably be a reflection of higher prices—the result of the pressure of demand on a limited supply of some goods.

A record 126,000 new homes were completed in 1955, compared with 102,000 in 1954. Many officials questioned whether this pace could be kept up. The carry-over of 78,000 unfinished houses at the end of 1955, 9,000 more than a year before, will have an important influence, Mr. Howe said, on the 1956 building program.

Exports in 1955 increased 12 per cent over 1954 to an estimated record of \$4,350,000,000 and show no marked sign of slackening, the Minister stated. He remarked that the current shift in Canada towards export industries was not necessarily a one-sided development. Such a shift was likely to be associated with continuing growth in secondary manufacturing. "It would seem, therefore," he continued, "that rising exports of materials are favourable to the further growth and diversification of the Canadian economy."

Labour income increased between 7 and 8 per cent, and the farm community did "reasonably well" in spite of existing surpluses. For the year as a whole total personal income after direct tax deductions increased by about 9 per cent, and buying power on a per capita basis rose by 6 per cent, Mr. Howe said. Consumer spending also increased, "more in fact than in any other single post-war year".

The big economic advance in 1955 from the 1954 recession was accomplished with practically no increase in consumer prices. Earnings rose and unemployment declined, increasing the consumer's purchasing power. "The result has been an improvement in living standards seldom surpassed in peacetime circumstances," said Mr. Howe.

At the end of 1955 most economic indicators were pointing upwards, the Minister observed, while stable living costs were having a restraining effect on the upward trend in wage rates.

Most Work on Seaway Will Continue All Winter

About 75 per cent of the labour force engaged on the St. Lawrence Seaway project will continue working during the winter, Hon. Lionel Chevrier, President of the St. Lawrence Seaway Authority, predicted in Montreal last month.

While dredges will have to cease operations for the winter and coffer damming on the south shore of the river opposite Montreal will be restricted because of ice and higher water levels, most of the work will go on. Winter conditions present no serious problems in earth cuts.

At mid-December the Ontario Hydro-Electric Power Commission reported that 2,700 workers were employed on its part of the project.

Total employment on the hydro project, including persons working for the New York State Power Authority, rose by 700 during November despite unfavourable weather conditions.

Another Building Record Forecast by CCA Chief

"The Canadian construction industry can mark up 1955 as a year of record achievement," stated W. G. Malcom of Winnipeg, President of the Canadian Construction Association, in a year-end message. "For the first time in the industry's history, an all-time record volume of more than \$5 billions of construction was put in place. The volume of construction has risen each year in the post-war period and the prospects are that this trend will likely continue in 1956."

The value of construction put in place in 1946 was \$1,067 million, so that in dollar terms 1955's program was well over three times as large. Eliminating the increase accounted by price changes, a volume of construction work almost twice as much as was carried out in 1946 was put in place in 1955.

Assets for Future Expansion

"Although some sections of our economy have experienced a decline in recent years, the construction industry has continued to act as one of the most powerful stabilizing influences in the over-all Canadian economy. In addition to employing directly more than half a million Canadians and purchasing some \$3 billion of a wide range of materials and equipment, the construction industry is providing the physical assets for an expanded economy in the future."

The volume of dwelling units completed in 1955 reached the 125,000 level for the first time. This amount was described by the industry several years ago as the desirable minimum annual target. This volume is enough to provide accommodation for a population of about the size of Vancouver's.

The CCA anticipates that the 1956 volume of construction in Canada would equal and probably exceed the 1955 total of about \$5.2 billion. More than 30 per cent would be in the housing field, another 30 per cent in other types of building construction and the balance in the various engineering categories.

Carryover Above Average

"The carryover of work is above average, personal savings and corporate investment funds are at high levels, the backlog of road requirements and other public works is steadily increasing and the general economic climate of the country indicates continued over-all expansion. Increases in the volume of construction would appear to be more likely to be limited by shortages of certain materials such as structural

steel than by shortages of investment capital. It is interesting to note," Mr. Malcom added, "that official forecasts in the United States also predict a record volume of construction in 1956 in that country."

Mr. Malcom stated that one of the factors explaining the construction industry's ability to expand its capacity was the increased volume of wintertime work being carried out by the industry. This trend had an equally important advantage in that it served to reduce the amount of seasonal unemployment traditionally experienced by many construction workers during the winter months in most parts of the country. "The widely-held feeling that winter construction is necessarily very expensive is outmoded in the light of modern techniques," he said, "and costs are often quite comparable when all things have been taken into consideration."

He commended the action taken by the federal Government and some of the provincial Governments in adopting a policy favouring winter work in so far as their own construction projects were concerned and expressed the hope that other groups in the fields of industry, education and commerce with substantial construction programs would follow suit.

U.S. Labour Economists Say 1956 Prospects Good

Labour union economists and research directors in the United States view economic prospects for 1956 as good. But in some cases, they say the outlook is not good enough.

In a random poll by Joseph A. Loftus of the *New York Times*, some of those interviewed had only the mildest reservations for 1956 or none at all. Others, he said, were concerned not so much with a downturn from present levels as with the possibility that the economy would not grow so fast as the working-age population. This they felt spelled unemployment.

One person, Mr. Loftus reported, did foresee a drop in 1956.

Stanley Ruttenberg, Director of Research for the American Federation of Labor and Congress of Industrial Organizations, said 1956 "looks like a year of levelling off without any decline in the over-all economy. I don't look for a decline but I don't look for an advance at a high enough rate to prevent a rise in unemployment."

He said there were "weaknesses in the economy, such as overextended credit, the declining farm income and rising profits in relation to wages and salaries".

Mr. Brubaker reported that inventory of steel warehouses was at the lowest point since the Korean War. "That part of the pipeline would be filled up before any slackening was felt in steel production," he said.

Foresees Dip

Solomon Barkin, Research Director of the Textile Workers Union of America, saw a dip in 1956. His feelings were "that we are going to keep going for four or five months and slip unless the Government does something".

That textiles might have set some kind of pattern for the economy was expressed by Mr. Barkin. He explained: "The consumer went all out. Now he is right up to his neck. Judging from surveys, the consumer is going to pull in somewhat. His purchasing power is flattening out, possibly weakening."

Mr. Barkin foresaw the beginning of an upturn in 1957.

George W. Brooks, International Brotherhood of Pulp, Sulphite and Paper Mill Workers, was very optimistic for the paper industry.

"This industry, which used to be a relatively low-profit, poverty-stricken industry in the Twenties, has now emerged as one of the most profitable industries in the United States. No change seems to be in prospect for '56 because of the steadily increasing demand for paper and paper products. Some of this seems to be at the expense of glass, tin and wood. Even if industry as a whole didn't continue its upward movement, we would expect the paper industry to do so, anyhow."

Jacob H. Bennison, Retail Clerks International Association said:—

"This very strong base of consumer purchasing power ought to hold up the whole year. Certainly I expect the first six months to continue in full swell. It looks pretty good."

Working Conditions in Agriculture

The third bulletin in a series on farm labour problems, prepared by the Department's Economics and Research Branch, is entitled "Working and Living Conditions in Agriculture".

The new bulletin contains information under the following headings: experienced workers, some advantages of farm work, hours of work, wages, social security, relations between farm operator and paid worker, improving efficiency on the farm, living conditions, and year-round employment.

2 More Auto Firms Sign Layoff Benefit Pacts

Recent developments in regard to supplementary unemployment benefit in the United States include the incorporation of SUB provisions in contracts reached between the United Automobile Workers and two more automobile manufacturers, and a ruling by the Treasury Department that payments into the SUB trust funds of the Ford Motor Co. and General Motors Corp. will be deductible for taxation purposes.

The Studebaker-Packard Corp. at South Bend, Indiana, announced last month that it had reached agreement with the UAW on the terms of a new labour contract. Details were not given, but the union said that the terms "fully meet the pattern" of the Big Three contracts, including what the union called its best layoff pay plan.

The second contract was signed by the UAW and Willys Motors, Inc., in Toledo, Ohio. It is being cited as showing the willingness of the union to adapt its demands to the economic position of the company it is dealing with. The Willys agreement will cost the company slightly more than 11 cents an hour, compared with a cost of 20 cents for most of this year's automobile contracts. The layoff benefit plan will cost 3 cents (as against the usual 5 cents), and a general wage increase for 1955 is omitted. A 5-cent-an-hour annual improvement increase in 1956 and 1957 compares with 6 cents or more in other agreements.

Reason for Concession

Richard T. Gosser, UAW Vice-president in Toledo, says that these concessions were granted to make Willys "entirely competitive with the Big Three".

It is assumed that the favourable ruling of the Treasury Department will apply to all companies that agreed to guaranteed wage plans in this year's contracts with the UAW. Such a ruling was one of the conditions to be met before the Ford and GM plans could go into effect.

A new type of wage guarantee to cover 7,500 workers engaged in the manufacture of ski suits, sportswear and babies' coats in New York was asked for last month by the International Ladies' Garment Workers' Union.

The demand was for a week's severance pay for each year a worker has been employed, in case of the shutting down of the employer's business, a common occurrence in this industry.

It is expected that the demand will set an example for other units of the union in New York.

Conciliation Board in Rail Dispute Fully Constituted

Eric G. Taylor, Toronto, has been appointed Chairman of the Conciliation Board established to assist the parties in negotiations for renewal of the working agreements between trade unions representing non-operating railway employees and the Canadian National Railway, Canadian Pacific Railway Company, Toronto, Hamilton and Buffalo Railway Company, Ontario Northland Railway, and the Algoma Central and Hudson Bay Railway.

The other members of the Conciliation Board nominated by the parties are Paul S. Smith, QC, Montreal, the nominee of the companies, and David Lewis, Toronto, the nominee of the joint negotiating committee for the unions.

By-pass Conciliation Officer

Decision to appoint the Board and in so doing by-pass the normal appointment of a conciliation officer was announced December 8 by the Hon. Milton F. Gregg, Minister of Labour.

Customarily, the appointment of a board is preceded by the appointment of a conciliation officer, whose job is to try to bring disputants together.

In none of the post-war series of union-railway disputes has a conciliation officer managed to bring about a settlement. The unions are known to take the view that this part of the standard procedure, in a case of the magnitude of the current one, is just a waste of time.

The Board was appointed, the Minister said, on the application of the bargaining agents, who had advised him that direct negotiations for the revision of collective agreements had not been successful.

Negotiations began November 17 and broke down November 25. The unions promptly asked for a conciliation board. The railways did not join in the request.

Contracts Expired

The unions, whose contracts expired December 31, are asking for a wage-health-welfare package equivalent to 33 cents an hour.

The unions concerned in the proceedings are: Brotherhood of Maintenance of Way Employees; Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees; Division No. 4, Railway Employees' Department, AFL; Canadian National Railway System Federation No. 11, International Association of Machinists; International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers of America; Brotherhood of Railway Carmen of

America; International Brotherhood of Firemen and Oilers, Steam Plant Employees, Roundhouse and Railway Shop Labourers; International Brotherhood of Electrical Workers; Commercial Telegraphers' Union; Brotherhood of Railroad Signalmen of America; Order of Railroad Telegraphers; Canadian Brotherhood of Railway Employees and Other Transport Workers; and Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants.

Railways' Net Revenue Doubled from Year Ago

Gross revenues of Canadian railways in September amounted to \$107,081,762, which sum is 15.1 per cent above the \$93,002,241 for the same month in 1954.

Total expenses at \$89,724,731 were 5.9 per cent higher than the \$84,734,430 a year earlier.

As a result, net operating revenue amounted to \$17,357,031, more than double the \$8,267,811 for September 1954.

Employees on railway payrolls numbered 188,489, up slightly from 187,944, with their earnings increasing to \$55,348,945 from \$53,272,582.

Raise, Medical Benefits Won by U.S. Rail Unions

Wage increases ranging from 10½ cents to 14½ cents an hour have been granted to nearly 800,000 employees of United States railroads.

Eleven railroad union brotherhoods, representing 750,000 non-operating employees, signed an agreement with the railroad companies in Chicago on December 21, calling for a pay raise of 14½ cents an hour and company-paid hospital and medical benefits. The increase is retroactive to December 1, 1955.

The unions had asked for an increase of 25 cents an hour, plus the additional provision for full employer payment of hospital and medical costs. The companies, arising out of an agreement of a year ago, had been sharing hospital and medical costs with employees on an equal basis. Under the new agreement, the companies will pay up to an estimated \$6.80 per employee per month for hospital and medical protection, beginning March 1 this year.

The agreement between the unions and the carriers was a literal translation of the recommendations of a Presidential fact-finding board. The board, in making known its findings, expressed the opinion

that the railroad companies were able to meet the cost of the recommended increase. The board further declared that the suggested increase would enable non-operating employees to catch up with increases already granted railroad operating workers.

Before the increase, non-operating employees were receiving an average hourly pay of \$1.81.

A few hours after the signing of the contract between the companies and the non-operating unions, the same carriers signed an agreement with the Brotherhood of Railway Conductors providing for a general 10½-cents-an-hour increase for conductors and brakemen. Between 25,000 and 27,000 union employees are affected. An additional 31 cents a day was awarded passenger conductors.

The increase for the conductors and brakemen is retroactive to October 1, 1955. Prior to the agreement, the average annual pay for passenger traffic conductors was estimated at \$7,220, while the wages of freight conductors was assessed at \$6,778 per year. The union had demanded an increase of \$3 per day for passenger conductors and a raise of \$2 for freight conductors.

The new agreements will cost the companies an estimated \$300 million a year.

There is no termination date to the new agreements. Under the Railway Labour Act, railroad contracts are subject to re-opening on a 30-day notice.

"Conciliation in Ontario Takes Thrice Legal Time"

Conciliation in Ontario is taking an average of 28 weeks, five weeks longer than it did in 1953 and three times as long as the Ontario Labour Relations Act allows, the Ontario Federation of Labour (OFL) declared last month. It based its statements on a survey of conciliation cases in the province.

A 1953 survey by the Federation showed that the average conciliation case took 23 weeks; the 1955 survey showed that it took 28 weeks. The legal time limit set out in the province's legislation is ten weeks less four days.

According to the surveys, 59.7 per cent of the 1955 cases took longer than six months compared with 34.3 per cent of the 1953 cases. About 8 per cent of the cases involving OFL affiliates went beyond 40 weeks.

In an attempt to find out which stages of the conciliation process accounted for the greatest delay, the Federation's research

department analysed 78 cases. It found that it took:—

From six to nineteen days and an average of two weeks for the Ontario Labour Relations Board to process an application for conciliation. (Time allowed by the Act: one week.)

From four to forty-one weeks and an average of 14 weeks for a conciliation officer to try to bring about a settlement and for the Minister of Labour to appoint a conciliation board (time allowed: five weeks).

From one to eighteen weeks for a conciliation board to set up its first meeting, up to seven weeks to hold its meetings and from one to seventeen weeks to release its report and an average of 12 weeks for this third stage of the conciliation process (time allowed: four weeks).

May Seek Right to Strike While Contract in Effect

A union representative on the Ontario Labour Relations Board said last month that unions in the province may be forced to seek legislation permitting them to strike during the life of a collective agreement, if employers continue to ignore arbitration awards.

The statement was made by Dave Archer, President of the Toronto and Lakeshore Labour Council (CCL), while the Board was hearing a union's application for consent to prosecute an employer who had refused to implement the award of an arbitrator.

Mr. Archer said Ontario unions had given up the right to strike during the term of a collective agreement in return for a system of binding arbitration of grievances. "If managements are going to refuse to implement arbitration decisions, unions will have to go back and ask the Legislature to put the right to strike back into the legislation," he said.

Teachers, Board Agree To Future Arbitration

A provision that both parties shall request arbitration in future disputes if negotiation fails is contained in a new agreement, termed a model one for Ontario, signed last month by the Port Arthur Board of Education and the Ontario Secondary School Teachers Federation.

The Federation also agreed to do its best to prevent mass resignations, such as that which occurred in May when 58 high school teachers tendered severance notices.

"Labour and Management Rely Too Much on Govt."

Both labour and management were criticized for "bad habits" and "bad tactics" in looking to the Government to settle their differences, by Joseph F. Finnegan, Director of the United States Federal Mediation and Conciliation Service, while speaking at a faculty alumni seminar last month of the New York State School of Industrial and Labor Relations, Cornell University.

The "bad habit" of relying on the Government instead of on collective bargaining, which was formed during World War II when the Government was frequently called in to settle industrial disputes, had not yet been shaken off by "certain elements," Mr. Finnegan said.

He spoke even more severely of "bad tactics". He said that some representatives of both labour and management thought that it was the Government's duty to side with them in a dispute.

"They are perfectly willing to 'sell the hour to serve the minute,'" he said. "Not content with denouncing the opposition themselves, they would have the Government join in castigation of the other side as a collective bargaining pressure move."

In contrast with this he put what he considered the proper role of government in labour disputes—that of providing good offices and an atmosphere in which the parties could work out differences themselves.

"Negotiation by Research" Urged by New York Man

A long-range program of "negotiation by research" to settle future differences in collective bargaining in the women's coat and suit industry was proposed last month by Samuel Klein, Executive Director of the Industrial Council of Cloak, Suit and Skirt Manufacturers. He was speaking at the Council's membership meeting in New York.

Mr. Klein recalled that the industry had been one of the first to institute pensions for workers. "Now we have an opportunity for sponsoring another precedent of far-reaching consequences," he said. "It is the principle of negotiation by research, with contractual revisions to be predicated not upon partisan pressure but upon truths disclosed through expertly conducted studies."

Mr. Klein suggested that the scope of the research should extend "well beyond the more conventional spheres of management-labour relationship" to include such things

as: an examination of merchandising and marketing, the effect of non-union production on organized workers, the utilization of more modern machinery, procedures for shifting production methods without disadvantage to workers, establishment of training methods to assure a future supply of skilled craftsmen, and elimination of inequalities amongst agreements in various localities and among independent concerns.

CCL Expels Mine Workers For Non-Payment of Dues

The cancelling of the affiliation of the United Mine Workers of America with the Canadian Congress of Labour was announced by the Congress in the middle of December. This action of the CCL's executive came as a result of the refusal of the UMW to pay its dues to the Congress for about a year past.

The union has 25,000 members in Canada, 12,000 of whom are in Maritimes coal mines, 8,000 in Western coal mines, and 5,000 in a catch-all group known as District 50.

As a result of the CCL's action, the UMW no longer has the right to be affiliated with any provincial body or local labour council chartered by the Congress. This will be a hard blow for the Nova Scotia Federation of Labour, of which the Mine Workers' union is a prominent member and whose President, Sid Oram, belongs to the union.

Another UMW member whose position is compromised by the step is Donald MacDonald, Secretary-Treasurer of the CCL and due to take over the same position in the merged TLC-CCL Canadian Labour Congress. It is understood, however, that Mr. MacDonald has been offered membership in the International Woodworkers of America (CIO-CCL).

The CCL jurisdiction in organizing the chemical industries has been given by the Congress to another CCL affiliate, the Oil, Chemical and Atomic Workers International Union; and jurisdiction in the brick, tile, clay products and cement industries has been awarded to the United Glass and Ceramic Workers of North America.

A walkout of 7,500 workers at three Rolls-Royce plants late last year, which idled an additional 3,500 non-plant employees, was caused when the union lifted the union card of a polisher who ignored union requests to cut down on overtime; the plant workers then refused to work alongside a non-union man.



—Newton, Ottawa

At the opening of the new Canadian Congress of Labour headquarters. Hon. Milton F. Gregg, Minister of Labour (left), stands with CCL President A. R. Mosher and TLC President Claude Jodoin while Ottawa's Mayor Charlotte Whitton addresses the gathering of well-wishers who attended the official opening of the new building.

CCL Opens New Headquarters Building in Ottawa

The new headquarters of the Canadian Congress of Labour was officially opened December 14 at Ottawa by A. R. Mosher, CCL President.

Among those who took part at the opening of the new structure, situated on Argyle Avenue in Ottawa, were the Hon. Milton F. Gregg, Minister of Labour, Claude Jodoin, President of the Trades and Labour Congress of Canada, Ottawa's Mayor Charlotte Whitton and CCL Secretary-Treasurer Donald MacDonald.

"I hope it will be here that the first all-Canadian Congress will play a more important role than ever in the development of the labour movement in Canada," said Mr. Mosher.

Both Mr. Mosher and Mr. MacDonald voiced the belief that the new building will become the head office for the merged TLC and CCL.

Mr. MacDonald said the new building and the merger of Canada's two major

unions were a realization of a dream long nourished by union men.

Mr. Gregg congratulated the CCL on the opening of its new building and expressed his gratification at working around the same conference table as CCL and TLC representatives.

Mayor Charlotte Whitton said the selection of Ottawa for the headquarters of the CCL and perhaps eventually for all Canadian organized labour was an admission that Ottawa was the ideal locale as the national headquarters of any and every important nation-wide organization.

Claude Jodoin, slated to head the new merged body, also spoke briefly and expressed his pleasure in the new building.

Among the more than 300 guests at the opening were CCF Leader M. J. Coldwell, representatives of both the TLC and CCL, other labour organizations and groups in the Ottawa area, and civic, provincial and federal government figures.

The United States Census Bureau reported last month that more Americans were available to work in the third quarter of 1955 than at any time in the nation's history.

The report said 70,326,000 persons 14 years or older were in the labour force in July, August and September. Of the total, 48,907,000 were men and 21,419,000 women.

Between the third quarters of 1954 and 1955, the labour force rose by about 1,500,000, with women accounting for most of the gain.

"Automation Will Create More Rewarding Jobs"

The function of automation would be to perform mechanically jobs that required little or no skill, thus creating more highly skilled and more rewarding jobs, W. J. Adams, Vice-president of The Canadian Life Assurance Co., said in an address early last month.

"The new jobs that automation will create will be far more productive of human dignity than any it displaces," Mr. Adams declared.

"This prospect presents a challenge to our educational system and to industry," Mr. Adams said. "More people will have to be taught to think better, more people will have to be trained in more difficult skills, and many people will have to be re-trained in new skills."

In the solution of the problems of automation, Mr. Adams said, "lies the opportunity for unparalleled advance by our society as a whole".

Automation itself is not new, Mr. Adams said. "What is new is the possibility of using it in many businesses and industries where it wasn't applicable in the past."

For companies like his own and others, Mr. Adams said, the conversion to the use of new electronic tools would be an evolutionary movement, not a revolutionary process. It would be a continuation of the technological improvements which had been going on for years past, he said.

"Back in the twenties and thirties, there was widespread fear of machines as such—fear that they would create unemployment

and lower our standard of living. Actually, of course, the machine, by enabling a man to produce more, has resulted in an increased standard of living and increased leisure time. Automation, because it seems new and seems different, has revived some of these old fears.

"In the long term, the introduction of automation must increase man's productive capacity and hence increase his standard of living still further."

U.K. Booklet Describes Services for Disabled

A booklet giving a brief account of the work being done in the United Kingdom for the rehabilitation of the disabled, entitled *Services for the Disabled*, has lately been published by the U.K. Standing Committee on the Rehabilitation and Resettlement of Disabled Persons.

The first chapter contains a sketch of the major developments in the history of the work for the disabled which has led to the establishment of the existing services.

Other chapters describe the services provided for the disabled, including: medical services, special services and rehabilitation facilities, employment, and other social services. Another chapter describes some special categories of disabled persons.

Copies of the publication may be obtained from United Kingdom Information Services in Ottawa, Montreal or Toronto.

Six Possible Problems of Automation . . .

1. The immediate problem of redundant staff and of their re-employment elsewhere.

2. The retraining and upgrading of staff for operative, supervisory and maintenance functions.

3. The supply of trained personnel in mechanical and electronic engineering.

4. Problems of industrial relations in the transition stage of automation and in the negotiation of new contracts of employment, especially clauses concerning hours, wages, days of work, promotion, classification of workers and redundancy.

5. The timing of transition to coincide with the development of new employment opportunities.

6. The possibilities of over-production.

. . . and Six Advantages

1. Output per hour goes up and so does productivity.

2. Costs are reduced.

3. Quality of production is better controlled.

4. Jobs are made safer. There is little direct contact of employees with machines or tools and little handling of materials.

5. Workers are freed from routine tasks and put on work requiring greater skill.

6. Labour may be freed for other and perhaps new products, thus raising total productivity and the standard of living.

—Labour and Employment Gazette,
Department of Labour, New Zealand.

Rehabilitation of Disabled Has Good Results in U.S.

Ninety per cent of all disabled persons are capable of being trained for gainful work according to Dr. Howard A. Rusk, Director of the Institute of Physical Medicine and Rehabilitation at New York University.

Dr. Rusk reported that 95 per cent of the persons in National Vocational Rehabilitation Centers had never worked before but had, as a result of one year's training, advanced from average annual earnings of \$176 to more than \$2,000.

A short time before this statement was made the U.S. Department of Labor announced that the employment of physically-handicapped workers had increased steadily in 1955. A total of 31,825 handicapped persons was placed by the Public Employment Service in October, the Department stated. This was the highest figure for any month since October 1950.

Union, Employers Sponsor Annual Apprentice Trials

The application of atomic energy to peaceful uses, not to mention its employment in war, will make new demands on the knowledge and proficiency not only of the scientists and engineers at the top, but also of the men on the construction and maintenance level.

Realizing this, the late Martin P. Durkin, President of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, in 1954 conceived an idea which led to an unusual example of collaboration between labour and management: an international contest to test the skills of apprentice plumbers and pipefitters. It was also to be a test of the adequacy of their training.

First Contest

The first contest was held in 1954 at Purdue University. The second annual contest was held in late 1955 at the same place, and an elaborate conference was added to train the men who train the apprentices. Representatives came from 36 states and from four provinces of Canada. Seventy-four apprentices (40 plumbers and 34 pipefitters), all in the fifth and final year of their training, competed.

The contest was divided into two classes, one for plumbers and one for pipefitters; prizes of \$1,000 for first place, and \$500 and \$250 for second and third places respectively, were offered in each class. The contest lasted three days.

The first year's contest had brought out weaknesses: in particular, the apprentices were found to be deficient in welding skill. In consequence, last year training of teachers was undertaken and a five-day training course for apprentice instructors was held under the direction of Purdue's Industrial Education Division. The course was attended by more than 150 apprentice instructors, who were presented with certificates at the close of the course.

Jointly Administered

This international apprentice training program is jointly administered by the plumbers' union, the National Association of Plumbing Contractors, the Mechanical Contractors Association of America, and the National Association of Master Plumbers and Heating Contractors of Canada.

Richard J. Gray, President of the AFL Building and Construction Trades Department, a guest speaker at the presentation ceremony, said that although 3,750 joint committees of management and unions were conducting apprentice training programs in the building trades, more emphasis on such training was needed.

U.S. Worried about Drop In Apprentice Training

Concern over the decline in training of apprentices for skilled jobs has been growing in the United States over the past two years.

There are three main reasons for this concern:—

1. While industry has been expanding, much apprentice training has been dropping off, with resulting shortages of skilled workers at some places and at some times.

2. With the advent of automation, the decline in apprenticeship training is symbolic of an unawareness of the immediate and future needs of a highly mechanized economy.

3. It is feared that the United States is being outstripped by the Soviet Union in turning out an adequate supply of skilled personnel on all levels.

Better Training Needed

The U.S. Secretary of Labor and other public officials have been stressing the need for more extensive and better training in every type of skill.

A report recently released on apprenticeship training in the construction industry in the years 1950-55 has indicated, however, that last year such training was beginning a come-back from the declining or static conditions of 1950-54.

Nova Scotia Plans New Apprenticeship Procedure

Apprentices in Nova Scotia are to be indentured to an apprenticeship committee rather than to individual employers, it has been announced by R. H. Maccuish, Director of Apprenticeship, Nova Scotia Department of Labour.

The committee will acquire the apprentice and follow him through his training regardless of the number of employers he has during that time, Mr. Maccuish explained to a meeting of the Halifax and Dartmouth Area Bricklayers Apprenticeship Committee.

"A young man starting as an apprentice has no continuity of work due to fluctuations in industrial demand for labour," he said. "Because he is shifted from one employer to another, he has no way to prove his four years of apprenticeship training."

Out-of-Work Benefits Fail To Cover All Expenses

A pilot study of a sample of 400 unemployment insurance beneficiaries conducted in Pittsburgh, Pa., last year has disclosed that, while unemployed, recipients spent substantially more for food, shelter and other items that they drew in benefits.

Almost all persons in the sample reduced expenditures after they were laid off. But, the survey showed, the weekly benefit cheques represented less than 60 per cent of the reduced expenditures for most single claimants and less than 45 per cent for most families in which the chief wage-earner was out of work.

According to a U.S. Department of Labor report on the survey, claimants supplemented their benefit cheques by drawing on other personal resources, e.g., savings, or by borrowing.

The study was conducted by Duquesne University in co-operation with the Bureau of Employment Security of the Pennsylvania Department of Industry and Labor.

Experimental Study

Experimental in nature, it was designed to test techniques, methods and procedures in preparation for a series of similar surveys to be conducted in a number of states to obtain information concerning the adequacy of unemployment insurance payments in tiding jobless workers over temporary periods of unemployment.

The survey was made prior to the recent amendment of the Pennsylvania unemployment insurance law raising the maximum weekly benefit from \$30 to \$35.

Total Union Dues Exceed \$500 Million Each Year

Trade unions with an aggregate membership in the United States and Canada of 17,500,000 have a total income of more than \$500,000,000, according to a recent survey.

(Labour union membership in Canada at the beginning of 1955 was 1,268,207, according to *Labour Organization in Canada, 1955* (L.G., Dec., p. 1357).)

The survey, which extended over a period of a year, was conducted in the United States by the National Industrial Conference Board, a private research agency. It covered 139 unions affiliated with the merged AFL-CIO, plus 55 independent unions. Only three unions, all tainted with corruption, refused to co-operate with the Board.

Total dues collected by the unions were at least \$457,000,000 a year, and although no exact reckoning was made of the amount collected in initiation fees and assessments, James J. Bambrick, director of the study, said that it would bring the total "well above the half-billion mark".

Per capita taxes to the internationals cost the locals \$228,000,000 a year, leaving the latter an almost equal amount, \$229,000,000, to meet their own expenses.

Average dues payment per member was put at \$26.14 a year. In some cases dues were as low as \$1 a month, while the highest reported was \$25 a month for airline pilots earning more than \$19,000 a year. Initiation fees ranged from 65 cents to \$250, the highest fees being for certain skilled trades.

Other information unearthed by the survey included the following:—

Unions with 10,500,000 members have constitutions requiring a membership vote before a strike; and unions with a total membership of 6,000,000 require the strike vote to be by secret ballot.

Most unions require locals to obtain authorization from the head office before a strike can be called. Thirteen unions, representing government workers, have a constitutional ban on strikes.

Unions whose membership comprises more than a third of the total exclude Communists and other subversive elements.

Only five unions with 442,000 members still have constitutions which bar membership on racial grounds. These include four independent railroad unions and an association of postal transport workers. Thirty-nine unions explicitly exclude considerations of race or national origin in admitting applicants to membership.

Ontario Hydro Workers Vote To Merge with CCL Union

One of Canada's largest independent employees' associations has voted to merge with a CCL national union.

Last month, by what the association's President termed a "comfortable" margin, members of the Ontario Hydro Employees' Association voted to merge with the National Union of Public Service Employees (CCL). Two earlier merger proposals had been rejected by the Hydro employees.

Cecil Walker, President of the Association, said there would be few, if any, changes as a result of the merger. The Association, he emphasized, would retain complete autonomy within the CCL union.

Stanley Little, Director of Organization for the NUPSE, explained that the Hydro group was completely self-contained.

Rehabilitation in Europe Studied by Ontario Men

Following an itinerary suggested by Ian Campbell, National Co-ordinator of Civilian Rehabilitation, two Ontario doctors connected with the province's Workmen's Compensation Board late last year made a tour of European rehabilitation centres. They were Commissioner Dr. E. C. Steele and Dr. Bruce H. Young, Medical Superintendent of the Malton Rehabilitation Centre.

The purpose of the trip was to observe operations at as many rehabilitation centres as possible with a view to including their most beneficial features in the new Compensation Board rehabilitation centre on which construction is to begin soon.

Among the places visited were industrial rehabilitation units in Glasgow and Leicester and miners rehabilitation centres at Uddingston, Scotland, and Firbeck Hall in Yorkshire; the Fitness Centre at Bridge of Earn; King's College Hospital, London; Pindersfield Hospital, Leeds; Queen Mary's Hospital, Roehampton; the Vauxhall Motor Centre; the Stoke-Mandeville Centre for Paraplegics; and the Albert Dock hospital.

In Austria the two doctors studied the facilities at the world-famous rehabilitation centre at Tobelbad.

While they reported that they did not see a centre that was superior in its overall accomplishments to the Malton centre, they did obtain useful ideas that can be applied in the proposed centre.

Arrangements for the trip were made by Mr. Campbell through the co-operation of the British Ministry of Labour and the Accident Insurance Institute of Vienna.

Teamsters, Mine-Mill Sign Mutual Assistance Pact

The Western Conference of the International Brotherhood of Teamsters last month signed a mutual aid and assistance pact with the International Union of Mine, Mill and Smelter Workers. The Teamsters' Western Conference includes the union's locals in Western Canada.

The agreement between the two unions provides for the establishment of a joint committee which will try to settle disputes that may arise between them. It was also agreed that joint negotiations with employers would be undertaken where that was feasible, and that the two unions should work together for the repeal of legislation considered inimical to either union.

The Mine-Mill Union was expelled some years ago by the CCL, and later by the CIO, because of its communist leadership; and there is a good deal of latent opposition in both the AFL-CIO and the TLC to the action of the Teamsters in allying themselves with the outcast union.

"It won't help Mine-Mill in Canada," Gordon Cushing, Secretary-Treasurer of the TLC, with which the Teamsters are affiliated, said after the pact was announced. Jurisdiction claimed by Mine-Mill has been given by the TLC to its affiliate the International Chemical Workers' Union. "The Chemical Workers will continue to organize the refineries and the Steelworkers will continue to organize the miners."

Dave Beck, International President of the Teamsters, said that the main reason for the pact was the Teamsters' desire to take into membership several hundred truck drivers who are now members of Mine-Mill.

Independent U.S. Unions Plan Unity Convention

A recommendation that a national unification convention be called next May for a proposed merger of some 6,000,000 union members not affiliated with the American Federation of Labour-Congress of Industrial Organizations was made last month by a committee representing the National Independent Union Council and the Confederated Unions of America.

The National Independent Union Council lists 2,500 unions, estimated to have a total membership of 1,800,000 workers. Membership of the Confederated Unions of America was estimated at 75,000.

The two groups were said to be leading the movement to unify all independents to prevent them from being absorbed by the AFL-CIO.

Labour Unity in Ireland About to be Effected

Central trade union bodies of yet another country, Ireland, have decided to join forces. At a meeting in Dublin last month, representatives of the Irish Trades Union Congress and the Congress of Irish Unions agreed on a plan for setting up a national trade union centre for the whole of Ireland.

The TUC consists of members of Irish unions and of British unions which have membership in Northern Ireland and in the Republic. The CIU is made up of all-Irish unions, and has insisted that trade unions in Ireland should be Irish-based and Irish-controlled.

Subject to, and immediately after being approved by, special conferences of both

congresses which were to meet on January 5, a new organization to be known as the "Provisional United Organization of the Irish Trade Union Movement" will be set up. This provisional organization will have the task of drafting a constitution and of founding the new centre.

This plan, which is the result of two years of negotiation, marks a step towards the union of trade unions but the realization of the ideal which it represents will not be easy. Many Northern workers and some in the South are determined not to abandon their British-based unions in favour of a single all-Ireland congress with its headquarters in Dublin.

Submissions of Provincial Labour Federations Quebec Federation of Labour (TLC)

The Quebec Federation of Labour (TLC) has asked the provincial Government to have trade unions relieved of the obligations imposed by the Labour Relations Act and permitted to declare a strike immediately when an employer does not bargain in good faith.

The request was contained in the annual brief presented by the Federation to the provincial Cabinet at the end of November.

Read by Roger Provost, President of the Federation, the brief also recommended more severe sanctions against employers who dismiss their employees for union activity; more expeditious proceedings in the field of labour-management relations; improvements in the conciliation and arbitration service, in particular the establishment of a list of impartial arbitrators; and recognition of the principle of the retroactivity of collective agreements.

The Federation also denounced Sunday work, asking that closer supervision be exercised.

Emphasizing the necessity for the observance of Sunday, Maurice Duplessis, Premier of the province, congratulated the Federation on its attitude, going on to state that if "the manufacturers of newsprint want price control for newsprint, they'll get it".

"The manufacturers of newsprint in Quebec," he said, "must provide the newspapers of the province with newsprint at prices which take into account their status as joint owners of the forests.

"We have established rent control," Mr. Duplessis added, "and we can just as easily impose controls on those who hire our forest resources."

With regard to delays in arbitration, the Premier specified that the best remedy for this situation is goodwill on both sides.

Mr. Duplessis also declared himself in favour of the principle of retroactivity in the renewal of collective agreements. He disclosed that a bill has been drafted to that effect, but that there are still a great many difficulties to be overcome.

Calling attention to the industrial development of the province of Quebec, the Federation stated in its brief that this development must be accompanied by a substantial increase in population and considerable improvement in the standard of living of the people.

"In our opinion," the brief continued, "it is therefore absolutely necessary, for an increase in population, that wages in this province should reach a level at least equal to if not higher than those in any other part of the country. There is no doubt that one of the most effective ways of increasing wages is collective bargaining, the premise of which is the full and unfettered right of the workers to join the labour organization of their choice."

The Federation suggested that the adoption of a firm attitude, both by the provincial Government and by the Labour Relations Board, concerning the free exercise of the right of association, would have a salutary effect "on certain employers who still have a conception of management reminiscent of the Middle Ages".

In addition to asking for trade unions the right to strike without going through the stages of conciliation and arbitration,

when the employer does not bargain in good faith, the Federation also requested that the Quebec Labour Relations Board should hear the parties without delay, that, on the decision of the Board, the Attorney should immediately take action against the party at fault, and that a daily fine equal to that provided in case of an illegal strike should be imposed.

With regard to the arbitration courts, the brief maintained that the main problem

arises from the limited number of impartial arbitrators who can be chosen by the parties. The Federation suggested that the Government draw up a list of persons likely to act as presidents of arbitration courts.

It was also requested that the three-month limit provided by law for the announcing of an arbitration award should be strictly respected, save under exceptional circumstances.

Saskatchewan Federation of Labour (CCL)

The annual brief of the Saskatchewan Federation of Labour (CCL) was submitted to the provincial Government at Regina on December 20.

The Federation on behalf of its 11,900 members urged the Government to:—

Amend the Hours of Work Act to establish a 40-hour, five-day week without reduction in take-home pay;

Amend the Trade Union Act to provide for changes in the names of certified unions consequent upon a merger, to require employers to produce financial statements of their position when they plead inability to pay higher wages during collective bargaining, and to alter the Maintenance of Membership section of the Act;

Amend the Workmen's Compensation Act to provide for payment of 100 per cent compensation.

Other requests or recommendations made in the brief related to the establishment of a minimum wage of \$1 an hour; changes in the Factories Act, Annual Holidays Act, and Public Service Act and Regulations; weekly days of rest; recovery of wages due from bankrupt employers; women in industry; improvement of the lot of domestic servants; sick pay; payment for jury duty; time for voting at civic elections; liquor laws; safe condition of motor vehicles offered for sale; trans-Canada pipeline; and housing.

The Federation expressed concern at the amount of unemployment in the province,

protested against a recent change in the Unemployment Insurance Act which provides that the basic 30 weekly contributions required to qualify must not be more than a year old, and favoured the assumption by the federal Government of the entire cost of relief aid.

The brief mentioned a resolution repeatedly passed by conventions of the Federation and the parent Congress which expressed unalterable opposition to any form of compulsory arbitration as a means for the settlement of labour disputes.

The federal Government was urged to provide interest-free cash advances to farmers on grain in storage, to the extent of 50 per cent of the initial payment on an eight-bushel per specified acre quota.

The 10-man delegation was headed by L. A. Gardiner, President of the Federation.

Premier T. C. Douglas, in his reply to the delegation, said that his Government was prepared to proceed at once with amendments to the Trade Union Act to safeguard union rights where changes in union names became necessary as a result of a merger. He pledged favourable consideration to other important items in the brief and, in regard to several other matters, he agreed that they should be discussed between committees appointed by the Government and the Federation respectively.

The Premier was accompanied by ten members of his Cabinet.

Manitoba Federation of Labour (TLC)

Unemployment and the financing of unemployment relief, the trans-Canada pipeline, and national health insurance were the subjects dealt with in a brief submitted recently by the Manitoba Federation of Labour (TLC) to the provincial Government.

A large part of the brief was devoted to a discussion of the unemployment situation, with particular reference to the sharing of the cost of unemployment relief

between municipal, provincial and federal governments.

The brief expressed dissatisfaction about the failure of the provincial and federal Governments to arrive at any satisfactory arrangement with regard to payment of the cost of unemployment relief. It asked for a conference to be called by the provincial Government of all mayors and reeves to decide what share of the cost each municipality should bear. It also

suggested that the provincial Government should call meetings of all engineering staffs to institute a program of works which could be held in readiness to prevent a repetition of the experience of last winter.

The Federation said that in its opinion the trans-Canada pipeline should be constructed as a public utility, either by the federal and provincial Governments jointly; or by the provincial Governments that would benefit by the use of the gas, without federal government help.

The building of the pipeline, the brief said, should not depend upon the consent of United States authorities for the import of Canadian gas into their country. An immediate start on the project as a public utility was urged.

The brief strongly urged the setting up of a national health program which would "provide complete medical, hospital, dental,

optical, physical and psychiatric care for every man, woman and child who is a resident of Canada."

Along with this health plan, the brief said, should go a program of disease prevention. This would include, besides the existing programs of cancer and tuberculosis research, research into such diseases as arthritis, multiple sclerosis, and conditions of the heart. It would also include "improved sanitary conditions in both rural and urban areas, pure water supplies, industrial hygiene, and other factors that enter into the promotion of good public health".

"Health insurance," the Federation said, "should be made available to all, regardless of income, just as old age pensions are now made available to all regardless of income. Recovery of such payments can be made most equitably through income tax."

Conventions of Provincial Labour Federations

Saskatchewan Provincial Federation of Labour (TLC)

The Saskatchewan Provincial Federation of Labour (TLC) held its 3rd annual convention in Prince Albert on October 15 and 16.

In his opening address the President, Andrew Tait, called on all members to co-operate to the fullest extent in bringing about a quiet and harmonious merger between their Federation and the Saskatchewan Federation of Labour (CCL), and between the trades councils in the various cities.

He emphasized the importance of following the policy of the TLC in keeping the Federation on a non-partisan basis in politics, while at the same time giving to all the right to support the party of their choice.

A wide variety of matters was dealt with in the 60 resolutions placed before the 48 delegates during the convention. The convention requested: the early introduction of a national health plan, commending the provincial Government for its work on the matter; increased grants for education from the federal Government; and increased minimum wage rates, with reduced hours of work.

A resolution was adopted deploring the provincial Government's ignoring in a recent appointment to the Workmen's Compensation Board the long-established policy of recognizing the wishes of the majority of the organized workers.

The convention elected Don R. Arnold, First Vice-president, to attend the convention of the Saskatchewan Federation of Labour (CCL) in North Battleford in November, and authorized the incoming executive to set up a committee to meet a similar committee from the CCL body to discuss the proposed merger.

Members of the executive re-elected were: President, Andrew Tait; First Vice-president, Don. R. Arnold; Secretary-Treasurer, Ivan E. Morse; Regional Vice-presidents, Hugh O. Scott, Moose Jaw; Alex. S. Cochrane, Regina; and J. C. Davidson, Saskatoon. The two new members of the executive were: Vice-presidents J. A. Lamb, Prince Albert, and W. J. Warden, representing the Saskatchewan Civil Service Association. All were elected by acclamation.

British Columbia Federation of Labour (CCL)

The coming merger of the TLC and CCL provincial federations and its possibilities for expanding organizing activities throughout the province were emphasized in the

presidential address at the 12th annual convention of the British Columbia Federation of Labour (CCL), held in Vancouver on November 19 and 20.

About 125 delegates, representing 54 locals, 67 affiliated unions and three labour councils, attended the convention.

The President, Dan Radford, also spoke of the problems ahead due to automation. He said that labour is not opposed to progress, and therefore not opposed to automation, but that labour as well as management should see to it that automation will not create mass unemployment and hardship for the workers.

Hon. Lyle Wicks, B.C. Minister of Labour, addressing the convention at the afternoon session on Saturday, said that lack of interest by members is the greatest challenge facing British Columbia unions. He urged the Federation to "make an effort to have its members attend as many local meetings as possible".

The Government has aided the unemployment situation by letting out contracts for public works at a time when some men would normally be unemployed, the Minister said.

More than 100 resolutions came before the delegates for consideration. One of the most important dealt with the forthcoming merger of the TLC and CCL provincial federations. The delegates approved the action taken by the executive, and instructed them to proceed with the plans outlined in the directive issued by the TLC-CCL Provincial Unity Committee a short time before.

The delegates passed a resolution opposing a section in the terms of the merger regarding representation at conventions of the new Congress, and urged that the same form of representation as now in force in the CCL be retained.

Another resolution called for annual conventions instead of one every two years.

Amendments to existing legislation with regard to the necessity of obtaining new certifications in cases where the names of unions had been changed were also requested in two other resolutions passed by the convention.

Other resolutions dealing with labour legislation called for a 30-hour week and amendments to the Annual Holidays Act and the Workmen's Compensation Act. Another resolution demanded a national health plan.

On the subject of grain marketing the convention urged the provincial Government to make vigorous representations, in conjunction with farmer and labour organizations of British Columbia, to the federal Government to adopt a more flexible grain marketing policy; supported the farmers'

demand for a guaranteed minimum price for grain; opposed any move to alter the Crow's Nest Pass freight rates; and approved a proposal for interest-free cash advances to farmers by the federal Government to the value of the grain in store on their farms.

There was some strongly-worded criticism of the leaders of the International Union of Operating Engineers (AFL-TLC), in connection with the strike of the union's members in 12 coastal and Vancouver Island lumber and shingle mills.

Lloyd Whelan, President of Vancouver Labour Council, and head of the International Woodworkers of America (CIO-CCL) Local 1-71, said that the leaders of the AFL union were "a bunch of vultures, trying to split us up".

Joe Morris, Woodworkers' Provincial President, accused the Engineers of attempting to turn their dispute with the employers into "a jurisdictional battle with the IWA".

The accusations of the Woodworkers' leaders were made during discussion of a resolution, finally passed by the delegates, urging that no further certification of craft groups be made unless the craft union applying for certification does so on behalf of at least 51 per cent of all employees in the establishment, if there is already an industrial certification in effect for that unit.

Charges were made at the convention that "houses in Kitimat are being sold to workers for prices ranging upwards from \$14,000 when their actual value is no more than \$10,000".

Pen Baskin, of the United Steelworkers, also charged that an "aluminum curtain" has fallen over the issue in the press. He said that "two Vancouver newspapers sent men up to examine the situation, but neither paper has printed their stories. It seems that anything that does not eulogize the Aluminum Co. of Canada never gets in the pages of our press."

It was decided that representations about the matter should be made to both federal and provincial Governments.

Dan Radford was re-elected as president for his eighth term without opposition. Other officers elected were: Joe Morris, First Vice-president; William Symington, Second Vice-president; R. R. Smeal, Third Vice-president; and George Home, Secretary-Treasurer.

The following were elected executive committee members: Lawrence Vandale, George Droneck, Warren Lowery, Pen Baskin, Vic Mauro, Gerry Emary, and Stew Irving.

Employment in 1955—A Survey

Past year was one of rapid recovery from the minor recession of 1954, employment effect of which was unevenly distributed among industries. Rise in basic employment level expected to continue through early 1956

The past year has been one of rapid recovery from a minor recession. During 1954 national output fell to \$23.9 billion (seasonally adjusted at annual rates), compared with the previous peak of \$24.6 billion in 1953. At the end of 1954, however, the gross national product had turned upward again and by the third quarter of 1955 had reached an annual rate of \$26.9 billion. This high level of economic activity was sustained during the fourth quarter.

The effects on employment of the business downturn and the subsequent recovery were unevenly distributed among industries. In some parts of manufacturing, employment fell fairly sharply and has not yet shown much sign of recovery. In other industrial sectors there has been scarcely any break in the expansionary trend.

The general pattern of employment and unemployment is indicated in Chart 1, in which the various labour force components have been adjusted for seasonal variation. It can be seen that the employment gains this year have fully made up for the losses incurred during 1954 and that by the end of 1955 total employment had regained its position on the long-term upward trend line. In mid-November the number of persons with jobs, seasonally adjusted, was 2.6 per cent higher than the 1953 peak.

Among the more arresting developments of the past two years have been the contrasting movements of agricultural and non-agricultural employment. Through the summer and early fall of 1954, more workers than usual were absorbed into agriculture, while non-farm employment tended to level off after the sharp drop of the previous winter. Since March 1955, on the other hand, there has been a sustained and rapid rise in non-farm employment, while the number of persons employed in agriculture has reverted to the falling trend of the previous postwar years. These recent changes in employment trends are not unrelated; the downward trend in farm employment apparently depends to a considerable extent on a strong demand for labour in other industries.

The decline of unemployment this year has been as marked as the increase in employment. The number of persons without jobs and seeking work fell to 2.3 per

cent of the labour force this summer, almost midway between the low points reached in 1954 and 1953. By October this figure increased slightly to 2.5 per cent but there was still no heavy concentration of surplus labour.

When the industrial employment indexes of the past 2½ years are adjusted for the usual seasonal variations,¹ they show a clear pattern of a downturn in employment, followed by a stable period, and then a sharp recovery. As illustrated in Chart 2, industrial employment² declined by 4.5 per cent between May 1953 and April 1954, remained relatively stable from April 1954 to February 1955 and then rose sharply through the remaining months of the year. By the first of October the seasonally-adjusted index had increased 5 per cent in the preceding eight months.

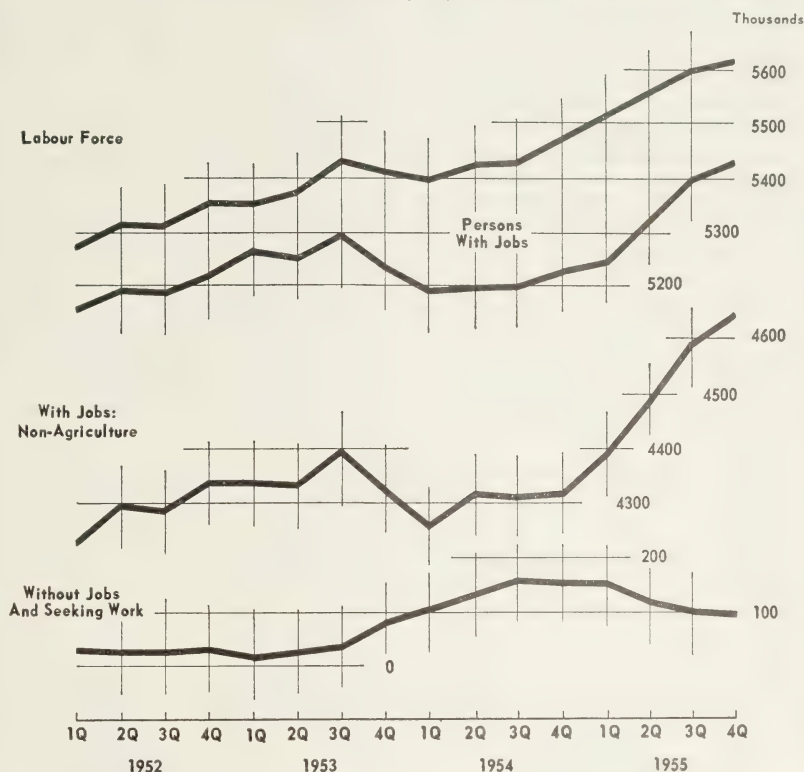
Manufacturing, and to a lesser degree construction, transportation and mining, were clearly the industries chiefly responsible for both the downturn and the subsequent recovery. All four industries contributed to the sharp employment drop that took place between May 1953 and April 1954. Manufacturing alone continued to decline after April 1954 and this was sufficient to prevent a rise in the industrial composite, although employment in other industries was rising. When the employment decline in manufacturing came to an end, it had dropped more than 8 per cent

¹Many Canadian industries have fairly regular fluctuations in employment because of weather or other conditions that are directly related to the season of the year. For purposes of analysis, it is often useful to eliminate these fluctuations from the reported employment indexes, particularly if comparisons are being made over periods of more or less than 12 months. This is done by dividing the actual employment index by an index of the average seasonal fluctuations during the past few years. The result is a seasonally-adjusted employment index that indicates underlying changes in employment.

²As measured by the industrial composite index provided by the Employment and Payrolls Survey of the Dominion Bureau of Statistics. This index covers most of the major industrial sectors of the economy, the major exception being agriculture. Coverage differs between industry groups, the service industries being covered less adequately than manufacturing.

CHART 1

THE CANADIAN LABOUR FORCE AND SELECTED COMPONENTS (Seasonally Adjusted)



Source: Labour Force Survey, D.B.S.
Seasonally Adjusted, Economics and Research Branch, Department of Labour.

from the 1953 peak. Manufacturing also played a major role in the recovery, increasing by 6 per cent between February and October of 1955.

Another notable feature of the past two years is that the downturn in manufacturing has had little or no secondary effect on the service and distributive industries. One possible exception is transportation, although here the gradual decline in grain shipments was an important factor contributing to layoffs from the railways. Employment in other tertiary industries expanded steadily throughout the recession. Between May 1953 and February 1955 employment in finance, insurance and real estate rose by almost 8 per cent, and in trade and service by more than 3 per cent. The continued growth of these industries, which together employ more people than all of the manufacturing industries, has provided significant support to the gains being made in goods-producing industries.

The length of the work week has also reflected the quickening pace of business activity. Short-time work was progressively reduced during the year; in November the number of persons on short time was almost one-fifth less than a year earlier. The average number of weekly hours worked in manufacturing was consistently higher than the comparable figure in 1954, and in October showed a year-to-year gain of one-fifth of an hour.

The end of the harvest in early September saw the beginning of the seasonal slack period in the economy. The strength of current demand indicates, however, that both the decline in employment and the resulting rise in seasonal unemployment will be considerably less than it has been during the past two winters. There is good reason to expect that the basic employment level will rise through the early part of 1956, though perhaps not as rapidly as in 1955.

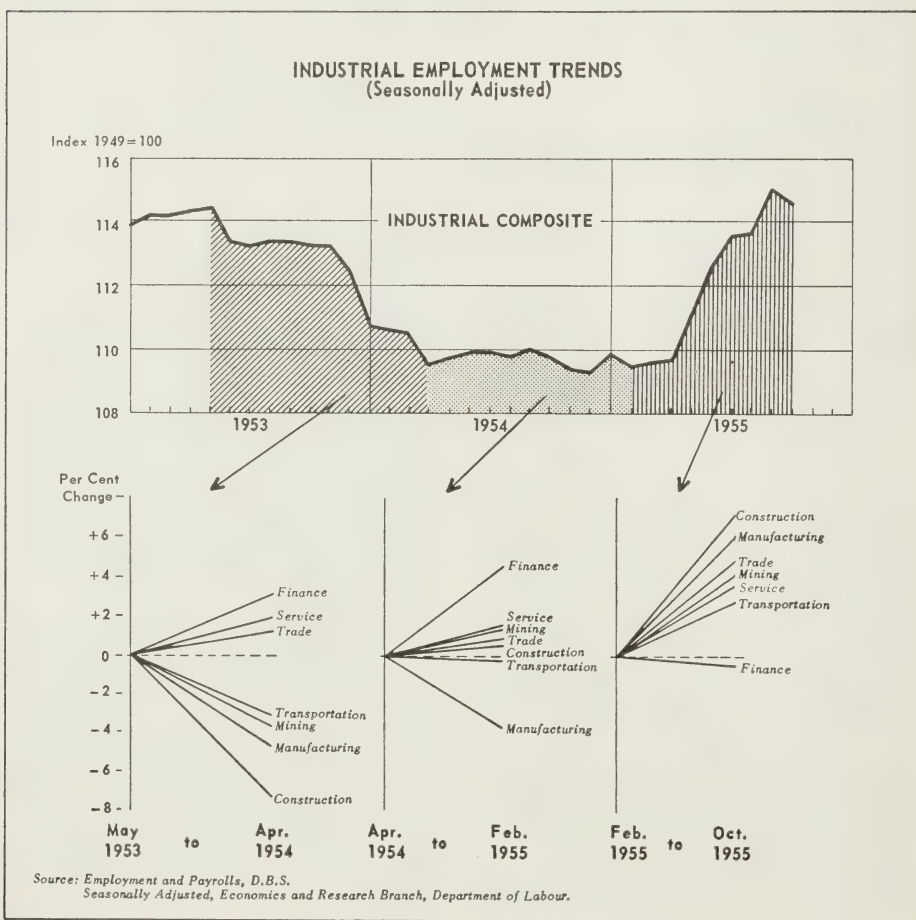
The widespread strength in the manufacturing sector is indicated in Chart 3, which shows changes in the seasonally-adjusted employment indexes of selected industries. Employment in all of the main industry groups increased in 1955, the gains ranging from 2 per cent in the chemicals industry to 13 per cent in the rubber industry. In some important industry sub-groups, however, employment continued to drop and in others it increased only slightly.

In the agricultural implement industry, for example, employment continued to drop through most of 1955, after a brief upturn at the beginning of the year, and in August it was nearly 40 per cent below 1952 levels. Employment in this industry, however, may show more than seasonal strength over the winter months. This view is based on evidence of some inventory depletion and the expectation of increased spending by farmers as a result of this year's bumper crop.

Moderate employment gains were registered in the railway rolling stock industry during the first few months of this year but employment in August was still 12 per cent lower than a year earlier. Since then the volume of new orders by the railways has risen substantially and as a result some employment increases may occur during the winter months.

Employment in the aircraft and ship-building industries continued at relatively low levels. In the aircraft industry, employment in October was about 22 per cent below the 1953 peak. The situation in shipbuilding is relatively worse, with employment now 10 per cent below the comparable 1954 figure and more than 25 per cent below the 1953 peak. The general pattern of defence procurement expenditures indicates that employment is not likely to rise much during the winter months and consequently little or no improvement is to be expected in these industries.

CHART 2



The seasonally-adjusted index of employment in the manufacture of industrial machinery showed a sizable increase in the latter part of 1955. Investment spending for machinery and equipment, both in terms of present spending and of future commitments, provides a firm basis for further employment gains.

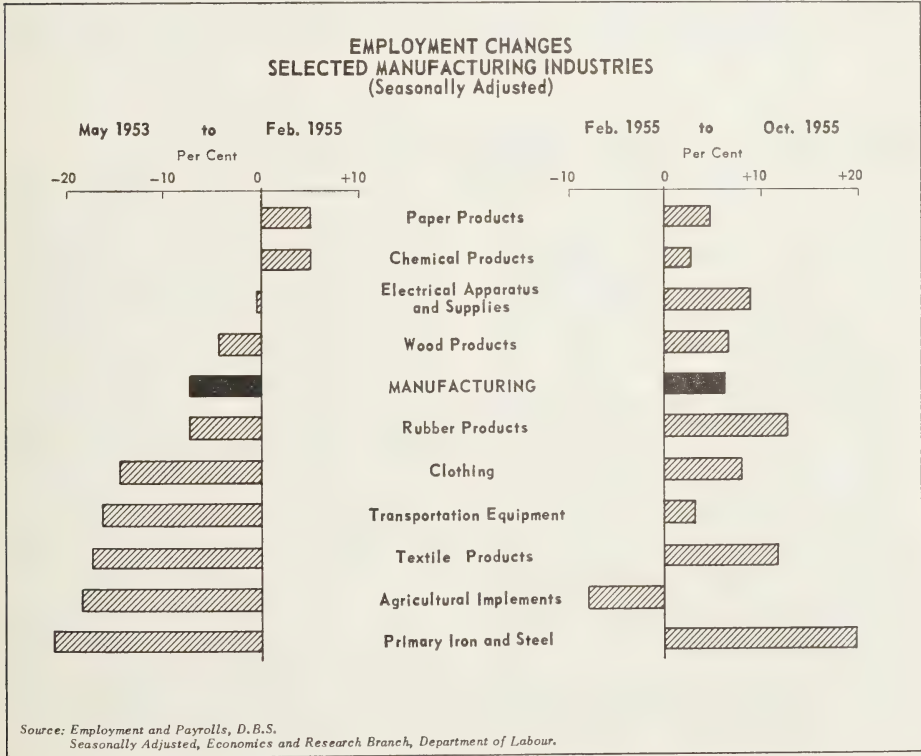
The vehicles industry has been one of the leaders in the increase in manufacturing employment. October shipments and sales were much higher than last year and back orders still held by dealers are reported to be substantial. Production and employment should be at least maintained at their present high levels through the first quarter of 1956, provided that the General Motors dispute is settled in the near future.

The employment situation in other consumer durable goods industries also continues to be stronger than in 1954; in the soft goods industries employment expanded during the late spring and summer months. Clothing sales during most of 1955 were higher than in the comparable months of 1954 and with inventories at relatively low levels, the industry is now in a better position than last year.

In October, employment in the industries producing basic materials was more than 7 per cent higher than a year earlier. The increasing strength in this large group of industries is the combined result of the sustained high level of exports and domestic consumption and the substantial increase in investment activity. The seasonally-adjusted employment index in the primary iron and steel industry increased by about 19 per cent during the first nine months of this year, compared with a decline of nearly 14 per cent during the same period in 1954. No lessening in demand for steel is foreseen during the first half of 1956. Since, however, the industry is presently operating at close to capacity, employment is expected to follow the usual seasonal movements fairly closely.

Employment in the wood products, paper products and non-ferrous metal industries reflect the current high levels of export trade. These industries have shown moderate but steady gains through most of 1954 and 1955. It is possible that employment may level off during the next few months. Although economic activity in the United States and the United Kingdom

CHART 3



is continuing at high levels, some softening could occur in lumber markets as a result of recent government action in these countries designed to cut down the rising level of housing construction.

The logging industry has responded strongly to rising domestic and foreign demand for both paper and lumber products. During the past summer, the pulp and paper companies in eastern Canada cut about 3 per cent more pulp logs than last year and it is estimated that between 5 and 10 per cent more pulp logs will be cut during the fall-winter season. This indicates that winter employment will be both higher and of longer duration than last year. On the West Coast, operations have not slackened in either the pulp and sawmill industries or in logging. Employment in British Columbia logging camps was about 2 per cent above year earlier-levels at the first of October, with some shortages of skilled woodsmen.

Mining employment has risen slightly more than seasonally since the beginning of 1955. This has been due to marked expansion in employment in metal mines. Metal mining prospects are likely to remain strong for some months to come. In British Columbia, in fact, the rise in copper prices has encouraged the re-opening of some marginal operations. Employment in fuel mining operations, on the other hand, has been declining and this trend is expected

to continue. For mining as a whole, the employment trend will probably continue to rise slowly through the first part of 1956.

The high level of new construction has been the principal stimulating influence for many manufacturing industries. During the second quarter of 1955, the volume of total new construction was about 8 per cent above that for the same period in 1954. The outlook for construction employment is quite strong. The number of housing units started up to the end of October of this year was almost 25 per cent higher than in the same period in 1954 and since the number under construction at the end of this season was also much larger than last year, there should be more employment in housebuilding during the coming winter. In addition, heavy industrial contracts awarded are substantially greater than last year, indicating higher employment in this sector of construction as well.

In general, employment gains have become increasingly widespread through the year and the level of economic activity at the year-end provides a strong basis for further gains in 1956. In view of the rapid rise that occurred in 1955, further gains are not likely to be as large as those recorded earlier. Nevertheless, comparisons with last winter will probably continue to show substantial year-to-year increases, since the economic upturn did not gain full momentum until the late spring of 1955.

TUC Criticizes Autumn Budget, Would Have Preferred Higher Direct Taxation to Increase in Purchase Tax

Higher direct taxation, bigger death duties and a tax on capital gains would have been preferred by Britain's Trades Union Congress to the increased purchase tax, higher profits tax and cut in investment provided for in the Government's supplementary budget last autumn. The TUC's views are expressed in a report published last month of a survey of how Britain's economic health looks to the organized worker.

In addition to suggesting that its tax proposals would have been "fairer and more effective," the TUC criticized the cuts in capital expenditure, believing that they will result in fewer houses to rent, less spending on social projects and restricted development programs for the nationalized industries.

To check excessive imports, the TUC would have chosen to restrict the importing of less essential goods.

In its report, the TUC addressed some advice to trade unionists. It is no good having wage increases if rising prices cancel them out just as fast, it said.

"The only way to avoid the continuing threat of rising costs and prices to the balance of payments, full employment and living standards is to ensure that wage advances keep in line with increasing output," the report pointed out.

Every effort from trade unionists, from employers and from the Government is still needed to increase efficiency and to keep costs down, the TUC declared.

"The trade union movement cannot tolerate irresponsible or selfish action, whether from other sections of the community or from within its own ranks, which would erode the foundations of full employment," it added.

Labour Briefs to Cabinet

Canada's four major labour organizations present annual legislative proposals to Cabinet. Two ask for national health insurance scheme, one stresses unemployment and one the seriousness of housing shortage

Annual submissions to the Cabinet of the legislative proposals and recommendations of Canadian organized labour were made during a three-day period last month.

The presentations of the Trades and Labour Congress of Canada and the Canadian Congress of Labour were the last that will be made by these bodies as separate entities; in April the two will merge into the Canadian Labour Congress.

The TLC appeared before the Cabinet on December 14, the CCL on December 15 and both the Canadian and Catholic Confederation of Labour and the National Legislative Committee of the International Railway Brotherhoods on December 16.

The TLC in its memorandum stressed the need for policies that would stimulate a continuing high level of employment and keep seasonal unemployment to an absolute minimum. The CCL attacked the Government for failure to implement a national health insurance plan. The CCCL, for the first time, also asked for a health insurance scheme while the Railway Brotherhoods, as in past submissions, emphasized the seriousness of the housing shortage.

In his replies to the four memoranda, Prime Minister St. Laurent promised careful consideration by the Government of all the submissions.

Trades and Labour Congress of Canada

Stresses need for policies that will stimulate continuing high level of employment and create conditions where seasonal unemployment can be kept to absolute minimum, again requests national health insurance

The need for "policies that will stimulate a continuing high level of employment and that will create conditions in which seasonal unemployment can be kept to the absolute minimum" was stressed in the memorandum presented by the Trades and Labour Congress of Canada on December 14.

Also emphasized was a request for early action on the establishment of a nation-wide health insurance scheme "in order that this very important and necessary social legislation may be placed in effect without further unnecessary delay".

In its brief, the TLC predicted that the matter of unplaced applicants for employment registered with the National Employment Service would, at the winter's peak, "crowd the half-million mark".

The Congress also:—

Declared that its target was the six-hour day and 30-hour week.

Expressed the desire for further amendments to the Unemployment Insurance Act

and its extension to provide benefits to insured workers who become idle because of illness.

Recommended that immigration be related as closely as possible to employment opportunities and for this reason during the next year should be "very selective".

Asked that provision be made for the "orderly and lawful continuation" of all certifications of unions that become affiliated to the consolidated Canadian Labour Congress.

Voiced strong opposition to the settling of railway labour disputes by compulsory arbitration.

Called for lower down payments and interest rates as encouragement for persons wishing to buy houses.

Urged adjustment of the federal tax structure "to spread the total tax load more equitably over the entire economy and population". (The delegation suggested the raising of personal exemptions as a means of accomplishing this.)

Requested an upward revision "without delay" of wages and salaries of government employees and the granting of collective bargaining rights to government employees' organizations.

The presentation of the 7,000-word memorandum was attended by a large delegation that filled every seat in the Railway Committee Rooms.

Prime Minister St. Laurent, in his spoken reply to the requests and recommendations, made specific reference to only a few. In general, he told the delegation that the Government would give careful consideration to the representations and wished to have as many of them realized as quickly as it is possible in the interests of the whole country.

In addition to the Prime Minister, Cabinet Ministers present were: Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Minister of Defence Production; Hon. James J. McCann, Minister of National Revenue; Hon. Milton F. Gregg, Minister of Labour; Hon. Stuart Garson, Minister of Justice; Hon. Robert H. Winters, Minister of Public Works; Hon. Hugues Lapointe, Minister of Veterans Affairs; Hon. George Prudham, Minister of Mines and Technical Surveys; Hon. William Ross Macdonald, Solicitor General and Leader of the Government in the Senate; Hon. J. W. Pickersgill, Minister of Citizenship and Immigration; and Hon. Jean Lesage, Minister of Northern Affairs and National Resources.

The TLC delegation was led by President Claude Jodoin and included Vice-presidents James A. Whitebone, George P. Schollie, William Jenoves, Carl Berg and R. K. Gervin and Secretary-Treasurer Gordon G. Cushing.

The TLC Memorandum

In a longer-than-usual introduction to its requests and recommendations, the TLC called attention to its forthcoming merger with the Canadian Congress of Labour. It may be assumed that this is the last approach to the Government by the TLC, the memorandum said.

"We hope, of course, that your Government will not take this fact as a reason for minimizing the importance of the requests we are making . . . or for any delay in acting upon these requests," the Congress said.

In an historical aside, the TLC recalled the first meeting of a Congress delegation with a Prime Minister of Canada and commented on the subsequent evolution of the practice. "We believe that this is the

only country in the world where such meetings occur on a regular annual basis," the brief pointed out.

"In making our requests and recommendations today we are mindful of the general buoyancy of our economy and of the rather improved atmosphere in international relations," the brief continued. "To the extent that the policies of your Government have contributed to these improvements we wish to commend you."

The memorandum singled out for special commendation the establishment of a Royal Commission on Canada's coastal trade and one on Canada's economic prospects.

Employment and Unemployment

"At the peak of employment this year we still had far too many out of work," the TLC declared, predicting that seasonal unemployment would again be high this winter and that the number of unplaced applicants for employment would approach the half-million mark.

The memorandum pointed out that, while the Government was to be commended for its efforts to aid in the provision of winter work, "the problem of seasonal unemployment cannot be solved by one government or all 11 governments as such, but rather the utmost co-operation must be attained among governments, management and labour if this unnecessary economic waste is to be reduced to a minimum".

Expressing pleasure that the sharing of assistance to unemployed employables was discussed at recent federal-provincial conferences, the TLC suggested, however, that the area of the discussions be broadened to produce "to the maximum extent possible" uniformity of economic policy and of labour and social legislation throughout the country. Regional inequalities of wage and salary rates, hours of work, social security benefits and the burden of taxation on the lower and middle income groups should be reduced.

The TLC specifically recommended (1) enactment of uniform minimum wage legislation in all jurisdictions; (2) enactment of uniform hours of work and vacations with pay legislation providing for a maximum 40-hour work-week and a minimum two weeks' vacation with pay; (3) development of collaboration and co-operation among the 11 governments in the planning and timing of public works to provide the maximum of winter and off-season work; and (4) the correlation of federal and provincial tax structures to reduce the total tax load on the lower and middle income groups.

"The stability thus produced would assist in the elimination of seasonal unemployment and in reducing the minimum level of continuous unemployment," the TLC asserted.

Because it believed Canada's natural resources and skills were sufficient to maintain the economy in a buoyant state with high production and full employment for years to come, the TLC recommended the creation of a tripartite commission—government, management and labour—charged with the responsibility of planning the development and direction of the country's natural resources.

Unemployment Insurance

The TLC wants further "important" amendments to the Unemployment Insurance Act. Specifically it requested: an increase in benefits to at least two-thirds of a claimant's weekly wages; reduction of the waiting period to three days, including the first day of unemployment; lengthening of the benefit period and shortening of the qualifying period.

If their first request were granted, the delegation pointed out, provision could be made for the type of guaranteed annual wage now being negotiated between some unions and employers in Canada.

Pointing to a "weakness" that had already shown up in the amended legislation in the short time that it had been in effect, the TLC complained that Section 45 is being so interpreted that insured workers making claims are being refused benefits "even though they would have qualified under the terms of the previous provisions of the Act". The Congress urged restoration of the provisions that existed before the amendment and, until such action could be taken at the coming session of Parliament, that provision be made for an interpretation of the present section that "will provide for administration of this section as if the prior conditions existed in law".

The TLC also urged an extension of the Act to provide benefits to insured workers who become idle because of illness. The Congress rejected the statement, made in answer to previous requests, that such an extension was "a back-door method of establishing health insurance".

Declaring that it was not even remotely related to health insurance, the memorandum said "the extension of the Act that we are requesting is simply that it be extended to provide for the payment of benefits when unemployment is due to a certain cause—in this case illness. It has nothing whatsoever to do with the prepayment or payment of hospital, doctor or other bills consequent to illness.

"Continuity of income during a period of illness is of extreme importance and Canadian workers should be afforded this protection under our unemployment insurance scheme," the TLC asserted.

Still on the subject of unemployment insurance, the Congress urged immediate revocation of the regulations under the Act covering insured workers in seasonal employments and abolition of Regulation 5(a) regarding married women.

Coverage of all workers under the Act was still the TLC's target, the memorandum added.

Immigration

"Immigration should be related as closely as possible to employment opportunities and for this reason during the next year it should be very selective," the TLC said in its memorandum, repeating its belief that immigrants should not arrive in Canada when job openings and adequate accommodation are not available.

But careful immigrant selection does not mean that restriction should be based on race, colour, creed or national origin, the Congress emphasized.

"We have recommended in previous years and we do so again that immigration should become the responsibility of the Department of Labour," the memorandum continued. A commission to plan and carry out immigration should be established with equal representation from labour, management and government, the brief added.

"We believe there is still too much duplication in the placement of workers and we strongly recommend that all placement services be brought under the National Employment Service," the TLC declared.

Health Insurance

"We feel sure that the time is now opportune for our Government to take the lead in promoting the establishment of a nation-wide health insurance scheme," the TLC said.

The scheme called for by the Congress would be Government-subsidized, contributory and cover every Canadian citizen—that means "compulsory," Mr. Jodoin interjected. It would include medical, surgical, dental and optical care, hospitalization, provision of artificial limbs where necessary, psychiatric treatment, and competently-supervised mental homes.

The growth of private health and hospitalization plans is evidence of the demand for such protection, the memorandum pointed out, adding that private plans could never cover all Canadians.

Labour Legislation

The major requests were made by the TLC under the heading "Labour Legislation".

The Government was asked to "make provision for orderly and lawful continuation of all certifications and other matters within the purview of the Industrial Relations and Disputes Investigation Act as these affect the organizations affiliated to or chartered by the Trades and Labour Congress of Canada and the Canadian Congress of Labour when and as these organizations become affiliated to or chartered by the Canadian Labour Congress".

Accusing the Government of "abridging" the provisions of the I.R. & D.I. Act to "enforce" settlement of railway disputes, the TLC expressed complete opposition to "such repressive measures". The Congress reminded the Cabinet of Mr. Justice Sloan's statement in his 1954 railway arbitration award that the revenue loss due to the Crowsnest Pass rates should no longer be shouldered by the railway employees, their employers and certain customers of the railways but that this condition should be adjusted through acceptance of financial liability by the Government; it urged action at the coming session of Parliament.

The TLC also requested enactment of:—

A Vacations with Pay Act in line with provincial legislation, providing for a minimum of two weeks' paid vacation and at least nine paid statutory holidays.

Legislation providing for minimum wages and salaries for both men and women.

Legislation that will provide for equal pay for equal work for all male and female employees within the jurisdiction of Parliament.

Recommending incorporation of the present Fair Wage Act and Order in Council P.C. 5547, with certain amendments, into one Act, the Congress asked that the new legislation cover all government contracts including post office and service contracts and that the non-discrimination provisions in the Orders in Council be included in the new Act.

Housing

"Further encouragement is necessary through lowered down payments and interest rates for those in the lower income groups to purchase and own their own homes," the memorandum declared. "Where necessary, possession should be made possible without down payment."

The TLC also said the demand for low-rental homes was not being met, urged greater encouragement for slum clearance, asked that loans be obtainable directly from Central Mortgage and Housing

Corporation and requested that provision be made in the administration of the National Housing Act to protect prospective home-owners from discrimination on account of race, creed or colour.

Taxation

The federal tax structure should be adjusted to spread the total tax load more equitably over the entire population, the TLC said, recommending increases in exemptions to \$3,000 for a married person, \$1,500 for a single person and \$400 for a dependent child.

Exemptions should also be allowed for: cost of purchase and maintenance of equipment and protective clothing, all medical expenses including the cost of medicines, and out-of-town living and travelling expenses for workers in the construction and building trades.

Government Employees

Speaking to the Government as an employer, the TLC called for an immediate upward revision of salary scales of government employees, reduction of working hours to 37½ per week, extension of the five-day week throughout Canada, and compensation for overtime at the rate of time and one-half.

But the greatest improvement the Government could initiate, the brief declared, "is collective bargaining".

Other requests on behalf of government employees were that:—

In the Post Office, overtime should be at the rate of time and one-half after eight hours in the day and 40 hours in the week and at double time for work done on Sundays and statutory holidays.

The railways be encouraged to maintain adequate mail services and assisted in the provision of highway post offices.

Under the Superannuation Act, the best five years be used to set the pension.

A system of bonuses be established to bring pensions of superannuated employees into line with present living costs.

The Government contribute to the Group Hospital-Medical Plan of the Public Service of Canada.

Other Requests

"It is our view that trade in the widest sense should be encouraged with any and all countries," the TLC declared in its memorandum. However, the Congress added, products not produced under free labour conditions should not be admitted into Canada in competition with the products of free labour; and any restrictions placed upon imports when such

imports are "nothing more than an importation of unemployment" should not be looked upon as ordinary trade restrictions but as measures of encouraging maximum employment.

The qualifying ages under the Old Age Security Act should be lowered to 65 years for men and 60 for women and old age assistance payments should be increased "on the basis of need" to \$75 per month, the TLC said. In addition, medical, surgical and dental services, and drugs, should be provided free to old age pensioners and the construction of suitable housing for "senior citizens" should be fostered.

Pensions for the blind and the disabled should be "adequate" and should be granted from the time that the blindness or disability begins. Too, the Government should take the responsibility for mothers' and widows' allowances, the Congress believes.

"Family allowance payments should be adjusted in relation to the cost of living" and should be continued beyond the age of 16 years where the child is still attending school, was another TLC recommendation.

In its request for the enactment of a Bill of Rights, the TLC warned that the legislation "should provide against the misuse of our fundamental freedoms by those who may attempt to replace our democracy with a dictatorship" by using these freedoms to destroy them.

"We favour the fullest control of radio and television broadcasting," the TLC said in recommending that any attempts to relieve the Canadian Broadcasting Corporation of its regulatory powers over broadcasting be resisted. It also recommended that the CBC be aided financially so that free time could be made available for programs of a "forum and cultural character" and that provision be made for the broadcasting or televising of regular sessions of Parliament.

In its memorandum the TLC also requested that:—

The ceiling on government annuities be raised to at least \$2,400 a year.

A national industrial pension plan be established.

An advisory council be set up to assist the Department of Labour in the administration of the Canada Fair Employment Practices Act.

The British North America Act be amended so that uniform labour and social laws may be enacted throughout Canada.

The elimination of railway level crossings be included in a public works program aimed at reducing seasonal unemployment.

A high rate of development of Canada's natural resources be encouraged and that a natural gas conservation commission be established.

Parliament adopt and approve a national flag and designate "O Canada" as the national anthem.

A full enquiry be made into price spreads on food and clothing.

The Election Act be amended to provide for voting at advance polls by full-time union representatives and delegates to labour conventions, that party affiliation appear on ballots and that the voting age be reduced to 18 years.

Prime Minister's Reply

The Government is endeavouring to proceed just as expeditiously as conditions permit in the matters mentioned in the TLC's memorandum, the Prime Minister told the delegation after Mr. Jodoin had completed the reading of the brief.

"I assure you," he said, "that your representations will all be given as careful consideration as is possible and that it will be our desire to have as many of them realized as quickly as it is possible in the interests of Canada as a whole."

The Government does wish to produce and maintain conditions in which the country can enjoy both a high level of production and a high level of employment, Mr. St. Laurent declared.

A major part of the Prime Minister's reply was given to comments on the TLC's statement that the provisions of the Industrial Relations and Disputes Investigation Act had been "abridged" by the Government. He first pointed out that legislation cannot be abridged by the Governor-in-Council.

"I do not think there is any desire anywhere to abridge or interfere with the right to strike," he went on, "but there do, at times, arise situations which create deadlocks and which have an effect upon the whole Canadian economy. No one wants to bring about a prejudicial effect upon the economy because everyone realizes that we all share in and depend upon the functioning of our Canadian economy."

"When deadlocks do arise there has to be found some way to overcome them. It is not an easy problem to deal with because it is one in which we all have the same interest in bringing about a prompt resumption of the necessary functions that have to be operated for the very social existence of the whole community."

The Prime Minister pointed out that the decision to appoint a conciliation board in

the current railway negotiations without the initial appointment of a conciliation officer was made in response to a request from the unions representing the railway employees. "There was no arbitrary decision taken by the Department of Labour in that regard," he asserted.

"It is always in that spirit that we endeavour to do whatever we can to help in the settlement of these disputes that have such possibilities of serious prejudice for so many of our Canadian citizens," he continued. "I hope it will be possible for them to avoid these situations which are so prejudicial to themselves, as well as to the whole Canadian public, because of the essentiality of those services to the way of life that we enjoy in this country."

Commenting on the TLC's statement that trade unionists are "paying more than their rightful share" of taxes, Mr. St. Laurent explained that tax rates were established in conformity with the share of the gross national income received by every group in the country's population. "You

can be assured," he promised, "that it is not only our desire but our constant effort to have the burden spread as equitably as possible among those who constitute the taxpayers of the country."

In answer to the recommendation that the Government approve a national flag, the Prime Minister said he would be happy if the TLC could suggest a flag that would be accepted by "an overwhelming majority" of Canadians. On the question of a national anthem he said he felt that general adoption and acceptance by the people themselves rather than legislation was the best method of choosing a national anthem.

He noted that the TLC had recognized in its memorandum that many of its requests would involve the expenditure of much greater revenues than those available under present taxation levels. But, he told the delegation, "I think we can agree that these constant representations about improvements in legislation are useful and help to prepare the way to bring them about."

Canadian Congress of Labour

Attacks Government for failure to implement national health insurance plan and gives prominent place in memorandum to international affairs, unemployment and criticism of parts of new Unemployment Insurance Act

The federal Government came under sharp attack by the Canadian Congress of Labour for failure to implement a national health insurance plan. In its brief, the 400,000-member labour group said that health insurance is "the biggest remaining gap in Canadian social security".

An important place in the 9,000-word document was given to CCL views on international affairs.

Unemployment was also dealt with at length. The Congress commended the Government for its efforts to deal with the problem but expressed fear for the displacement effects of automation, even though only temporary, and suggested that the Government summon a conference representing labour, management and the federal and provincial Governments to consider the effects of automation and to formulate plans for dealing with them.

Considerable space was devoted to a criticism of the new Unemployment Insurance Act, with particular reference to the alleged "discriminatory treatment" of married woman claimants.

Under "social security" the Congress requested that Old Age Security payments be increased to \$65 a month, payable at age 65 for both men and women, that veterans' pensions and allowances be increased to restore them to their original purchasing power and that pensions for the blind be paid without a means test.

The CCL repeated its request for the establishment of a National Labour Code, for the right for Government employees to bargain collectively and for a Bill of Rights.

The Congress also requested:—

Provision in the National Housing Act for low-cost homes and low-rental housing;

An amendment to the NHA to provide penalties for refusal on the grounds of discrimination to sell or rent homes built under the provisions of the Act;

Establishment of industrial councils;

Equal pay for equal work;

An industrial pension plan;

Outlawing of injunctions in labour disputes;

Restriction of Canadian coastal trade to Canadian vessels.

Other subjects dealt with in the brief included immigration, fair employment practices, the wheat marketing situation, the Trans-Canada pipeline and the textile industry.

The memorandum was presented by President A. R. Mosher and Secretary-Treasurer Donald MacDonald. The Prime Minister received the delegation, accompanied by 12 of his Ministers: Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Minister of Defence Production; Hon. J. G. Gardiner, Minister of Agriculture; Hon. J. J. McCann, Minister of National Revenue; Hon. Milton F. Gregg, Minister of Labour; Hon. S. S. Garson, Minister of Justice; Hon. R. H. Winters, Minister of Public Works; Hon. Hugues Lapointe, Minister of Veterans Affairs; Hon. George Prudham, Minister of Mines and Technical Surveys; Hon. W. R. Macdonald, Solicitor General; Hon. J. W. Pickersgill, Minister of Citizenship and Immigration; Hon. Jean Lesage, Minister of Northern Affairs and National Resources; and Hon. G. C. Marler, Minister of Transport.

The CCL Memorandum

Before calling on Secretary-Treasurer Donald MacDonald to present the Congress memorandum, Mr. Mosher, referring to the approaching merger of the CCL and the Trades and Labour Congress of Canada, said he was appearing before the Cabinet "probably for the last time as a representative of the Canadian Congress of Labour".

He said it was a "privilege" to be there "because there are still a good many countries in the world where a delegation of this kind could not appear before a government and criticize it as openly as we have done, and will do, yet have no fear for having made those criticisms and recommendations".

The CCL appreciated the opportunity to come before the Cabinet "regardless of the results that may be obtained," he said. "I do not think our presentations have been entirely barren, although they have not been as productive and effective as we have always hoped they would be."

Mr. MacDonald then read the brief.

Foreign Policy

The Congress urged the Government to persevere in its efforts to secure a genuine disarmament agreement; also to press for a firm international agreement on the abolition of all stocks of atomic and hydrogen weapons and prohibition of the manufacture and use of such weapons, under effective international control. As a first step towards this end, the Government

should take the initiative to obtain an agreement to stop nuclear weapon tests, it suggested.

Continuing, the brief said:

But defence is not simply a matter of guns and planes and bombs, of armies and navies and air forces. It is also a matter of rooting out poverty and exploitation, especially in the under-developed countries where these are most acute... The Congress has repeatedly urged the Government to increase Canada's contribution to (the Colombo) Plan, and is therefore glad to note that the Government has at last decided to propose an increase. But the contribution is still far too small, and the Congress reiterates that Canada should give at least \$100,000,000 to the Colombo Plan and UN Technical Assistance, and also increase its payments to the United Nations Fund for Refugees.

Regret at the Government's "renewed refusal" to press for the setting-up of a United Nations Special Fund for World Economic Development was recorded.

The Congress expressed agreement with the Secretary of State for External Affairs that a fresh attempt should be made to implement Article 2 of the North Atlantic Treaty "and make NATO a real community, not just a military alliance".

With the exception of Spain, the Congress endorsed the Government's attempt to secure the admission of other countries to membership in the United Nations, but was unable to see why the Government did not seize the occasion to propose that "the effective Government of China should occupy China's seat in the United Nations". It is not a question of admitting a new member, stated the brief, but one of deciding who should represent an existing member-state.

Referring to the present crisis in the Near and Middle East, the CCL shared the general anxiety. What is needed, it said, is, first, a stop to Soviet bloc arms shipments to Egypt and, second, immediate negotiations between Israel and the Arab states for a just and durable peace. The Congress urged the Government to give full support to every effort made to attain these ends.

"If such efforts fail, Israel, the one really democratic state in the area, must not be left without sufficient means to defend itself. There must be no repetition of the Spanish tragedy, when a one-sided arms embargo, veiled as 'non-intervention', condemned the democratic Spanish Republic to be destroyed by Hitler and Mussolini."

General Economic Situation

Since Congress last appeared before the Cabinet the economic situation has greatly improved "but disquieting features remain,"

the brief stated. "In agriculture, the continuing drop in farm income has reached alarming proportions."

Unemployment

Unemployment in 1955 has been below last year for every month from May on but it has also been steadily increasing above the same months in 1953, the brief stated.

The indications are that unemployment this winter will not worsen as badly as it did two years ago. But it looks as if by March 1956 the number of unplaced applicants might well be higher than in any March since the war, except 1954 and 1955, and the number of persons without jobs and seeking work higher than in any March since the war, except 1950, 1954 and 1955, all notoriously bad years.

The Congress said it recognizes that a great part of Canada's unemployment is seasonal and it welcomed the efforts being made by the Government to deal with it. A considerable part, however, is not seasonal, it added. Throughout 1955, industrial production has been above 1953 but unemployment has also been above 1953. The low point this summer was 131,000; in 1953 it was 85,000. "The number of workers available for work had indeed gone up but only about six per cent; the number of unemployed had gone up 54 per cent."

Some of this, the brief continued, is undoubtedly the result of technological progress and, with the advance of automation, the rate of technological progress is likely to increase, with consequent displacement, even though only temporary.

"The Congress believes the Government should summon a conference representing labour, management and the Dominion and provincial governments, to consider the effects of automation (notably on employment) and to formulate plans for dealing with them," the memorandum declared.

The brief pointed out that on the Royal Commission on Canada's Economic Prospects, labour and provincial governments are not represented and, therefore, its recommendations will not have the force that they would if coming from a representative conference such as suggested by the Congress. Also, the Commission may take some time to report. "Some action, if only for the period before the Commission reports, is urgently necessary, especially in view of the widespread uneasiness among workers about the effect of automation on their jobs," the CCL urged.

"The Congress wishes to make plain that it does not oppose automation. But it does insist that management and governments take proper steps to see that the benefits and the costs are equitably shared."

Inauguration of the Dominion-Provincial public assistance plan was welcomed but the Congress criticized it on the grounds of exclusions, which it termed "indefensible", and the amount of the federal contribution, which it considered too small.

"The exclusions are objectionable in principle because they tend to freeze the system of public assistance by categories, while the best modern social work theory and practice favour generalized assistance, on the basis of need alone, regardless of the cause of need." Even apart from that, there is no justification, the CCL memorandum asserted, for excluding recipients of Mothers' Allowances, Old Age Security, Unemployment Insurance, Old Age Assistance, Blind Assistance and Disabled Assistance. Payment under any of these would, of course, be taken into consideration but receipt of any of these should not be disqualification.

Subject to the criticisms just made, the Dominion's 50-per-cent contribution may be satisfactory enough for normal times and wealthy provinces. But these can take care of themselves. It is when unemployment becomes abnormal that the provinces and municipalities need help; the poorer the province, the more it needs help; and the more abnormal the situation, the more help it needs. The Congress therefore thinks the Dominion contribution should be not a flat 50 per cent, regardless of circumstances, but a graduated percentage, rising as the relief load increases.

Unemployment Insurance

The CCL recognized that the new Unemployment Insurance Act had been in operation for only a short time and therefore sufficient experience had to be accumulated before it can be properly evaluated. There are, however, it said, various features which do not require the passage of time in order to be judged. Among them are:

Continued exclusion of large numbers of wage and salary earners, particularly employees of non-profit-making hospital and charitable institutions.

The more onerous conditions attached to entitlement to benefit; more specifically, the requirement that the basic 30 contribution weeks must be no more than a year old in the case of benefit periods other than the first.

Inadequate relationship of benefit to earnings, especially in the higher insurance classes and more particularly in the top insurance class, which has an open end on earnings.

Reduction in the maximum period of benefit from 51 to 36 weeks.

Continued anomalies with regard to claimants who are incapable of or unavailable for employment because of illness, injury or quarantine.

Continued discriminatory treatment of married women claimants.

The Congress made special reference to Section 45(2) of the Act. A considerable number of workers, it said, have been unable to establish a new benefit period because of its requirements. "In an Act established to insure against unemployment, it is obviously unjust to make that very unemployment a means of defeating the purpose of the Act. Yet that is precisely what is happening." The Congress urged that the section be rescinded as soon as Parliament convenes.

Registering protest against the changed status of the Unemployment Insurance Advisory Committee, the Congress asked that it be restored to its former status, so that one of its main functions will again be to report on proposed regulations.

National Labour Code

The Congress again urged the Government to establish a National Labour Code. There is, it said, lack of uniformity in labour legislation and in its administration and enforcement.

Even apart from its limited coverage, the present Industrial Relations and Disputes Investigation Act is unsatisfactory in a number of ways. Four amendments are particularly necessary.

1. The Act should provide for the voluntary revocable check-off, as several provincial Acts already do, and as the Industrial Relations Committee of the House of Commons has twice recommended.

2. Section 45 should be amended to allow a union to prosecute, as well as be prosecuted for unfair labour practices. The present position, which is probably the result of a draftsman's oversight, is manifestly unfair.

3. The Canada Labour Relations Board should be empowered to amend certifications where the union has changed its name because of a merger with another union or for any other reason.

4. The procedure for compulsory conciliation should be drastically revised. The recent Congress Convention expressed strong dissatisfaction with the long delays involved in the present procedure, the way in which employers have taken advantage of the law by refusing to bargain in good faith or by deliberately prolonging the delays, the refusal of the Boards to recommend retroactive pay in spite of the long delays for which they are responsible, and the restrictions which all these things impose upon basic freedoms of workers. The Convention decided to ask, specifically, that the Conciliation Board be made optional, as under the Saskatchewan Act; that the Minister be empowered to deny a Board in cases where the Labour Relations Board finds that the employer has not bargained in good faith; and that, where a Board has been set up and fails to settle the dispute, the employees be given the right to strike at the termination date of their agreement with the employer.

Compulsory Arbitration

Again expressing its "unalterable opposition" to any form of compulsory arbitration of labour disputes, the Congress said that "legislation which takes away from workers the traditional and inherent right to strike, and imposes compulsory arbitration, belongs only on the statute books of totalitarian regimes; it has no place in a society which calls itself free and democratic, and certainly it has no place in Canada".

Government Employees

For Government employees, the Congress asked for the following:—

The right to organize and bargain collectively;

Extension to all *bona fide* labour organizations having members in any branch of Government service of the procedure now being followed with regard to the check-off of union dues or membership fees;

Early consideration to staff representations regarding salary revisions;

Extension of the five-day 40-hour week to all civil servants;

Establishment of benefits for prevailing-rate employees.

Social Security

Under the heading "social security", the Congress requested the following:—

That Old Age Security payments be increased to \$65 a month, payable at age 65 for both men and women;

That Old Age Assistance and veterans' pensions and allowances be increased to restore their original purchasing power;

That family allowances be continued to 20 years of age where the children are attending school or college;

Payment of pensions for the blind without a means test.

On health insurance, which the Congress referred to as "the biggest remaining gap in our social security system," it declared that it "will be satisfied with nothing less than a genuine national plan".

Immigration

The Congress expressed "disappointment that the Government is so stubborn about maintaining the many sections of the Immigration Act which place the immigrant at the mercy of officials endowed with sweeping arbitrary powers, subject to almost no judicial control, and which, in the opinion of the Congress, seriously threaten civil liberties."

It reiterated its support of the efforts of the Canadian Welfare Council to secure repeal of that part of the Immigration Act which gives the Government power to deport an immigrant simply because he has become a public charge.

The Congress repeated its protest against "the racial discrimination enshrined in the Act (Section 61(g)(i)) and faithfully carried out in its administration". Our immigration policy, in theory and practice, "involves racial discrimination and no juggling with words can get around the fact," the brief asserted.

The whole Immigration Act, stated the brief, needs to be revised, with full opportunity for interested citizens and organizations to make known their views. For this purpose a Royal Commission or special committee should be appointed.

The brief expressed support of the general principle of Government immigration policy, that the number and types of immigrants admitted should be governed by the country's absorptive capacity.

Housing

While noting that housing completions are now running substantially ahead of net new family formation, the Congress pointed out that a large housing backlog still exists. Housing under the home-ownership sections of the National Housing Act is still too expensive for the ordinary wage-earner, it pointed out, and good low-rental housing is still "deplorably scarce". Subsidized low-rental housing under Section 46 is not being encouraged as it should be, it stated.

Referring to discrimination in housing, the Congress said: "We urge upon the Government an amendment to the National Housing Act which would forbid, under the threat of suitable penalties, the refusal to sell or rent homes built under the provisions of this Act where such refusal is based on racial, religious or similar prejudices."

Taxation

The Congress made a number of recommendations concerning income tax. These included: raising the exemption to \$2,000 for single and \$3,000 for married persons, with \$400 for each dependent child qualifying for family allowance or attending school; deduction from taxable income of all medical, dental and optical expenses, unemployment insurance premiums, charges for board for married workers who are supporting homes but living in camps, travelling expenses for workers required to spend a large part of their income in travelling to and from work, and special clothing required for work.

Special mention was made of the married woman who works. "They are being discriminated against by being treated as though they had single status when, in fact, their position is a special one," the Congress asserted. A married woman who is

employed must frequently hire someone to care for her children or home, "just as a dentist or doctor must hire a receptionist to take his 'phone calls; yet she is not allowed to deduct any part of this cost as an expense." A remedy could be found in one of two ways, the Congress suggested: either allow the husband a \$1,000 deduction for "maintaining a self-contained household" or allow the working wife to deduct from her income domestic costs up to a specified limit.

Reduction of the sales tax, as a step towards its abolition, was also called for.

Other Recommendations

The Congress urged the Government to take the initiative in establishing industrial councils, particularly for the large national industries such as automobile, steel, mining and textile. Such councils should be composed of representatives of government, labour and management, and should make a continuing study of such problems as obtaining raw materials, marketing, maintenance of equality and uniformity of products, etc.

Concerning the textile industry, the Congress repeated its previous request that the Government call a conference to consider methods for alleviation of the conditions that the industry is at present facing. It also urged more effective enforcement of anti-dumping legislation.

On equal pay for equal work the Congress regretted that necessary legislation had not been enacted.

The Congress recommended that the Government establish an industrial pension plan to provide for universal industrial pension coverage of all workers, a fund of employee-employer contributions administered by the Government through an industrial pension commission, and pension credits accruing to employees during their working life regardless of the number of their employers.

On the wheat situation, the Congress endorsed the proposal made by representative farmers' organizations that a 75-per cent cash advance be made to farmers on grain harvested and stored in the current year. It urged that other steps be taken to increase grain sales and that generous contributions from surplus stocks be made to under-developed countries.

In commending Government action in appointing a Royal Commission on Broadcasting and Television, the Congress hoped the Commission would carefully investigate the operation of privately-owned radio and television stations, with a view to ascertaining: (1) if they are performing any needed or useful public service; (2) if they

are complying with the federal statutes and regulations governing their operation; and (3) if there is any justification for inadequate wages and unsatisfactory working conditions and lack of job security for their employees.

The sale and distribution in the United States of films produced by the National Film Board by an American publishing company came in for criticism. This, stated the brief, should be handled by the Board itself or some other Canadian governmental agency or by a non-profit agency in the United States on a cost basis.

On the construction of a trans-Canada pipeline, the Congress expressed disapproval of the plan whereby the federal and Ontario Governments will construct the "bridge" section across Northern Ontario—"the part that will not pay"—leaving to private enterprise "the part that will pay". This arrangement, said the Congress, is wholly indefensible. "If the taxpayers are to risk the losses on the Northern Ontario section, they should get the profits on the other sections . . . The whole line should be built and operated by a Crown company as a public utility."

Also recommended were:—

Establishment of a Bill of Rights.

Labour representation on the Dominion Coal Board.

The outlawing of injunctions in labour disputes within federal jurisdiction.

Restriction of Canadian coastal trade to Canadian vessels.

Provision for a half-day holiday with pay on federal election days.

Reduction of interest rates on small personal loans.

Provision of free Salk polio vaccine.

Indication on election ballots of party affiliations.

Reduction of interest rates on farm improvement loans to 4 per cent or lower.

Provision of long-term, low-interest loans to fishermen for the purchase of boats.

Establishment of a federal Bureau of Standards for the protection of Canadian consumers.

Prime Minister's Reply

It is not surprising, the Prime Minister said in his reply, that the brief should be long and comprehensive "because we know that the Congress has prepared for amalgamation with the Trades and Labour Congress and that this is apt to be the last separate brief we will receive from the representatives of the large body of organized workers who have belonged to the Canadian Congress of Labour".

The brief, Mr. St. Laurent said, deals with a very large number of matters that

are receiving earnest consideration by the Government. They are all important and many of them are quite controversial.

It is not surprising that there cannot be unanimity of approach to all these problems, though I think you will agree that, happily for the Canadian people, there is a common objective which all of us are doing our best to reach just as rapidly and in a manner that will be as fair as possible to the whole Canadian public.

I can assure you that it is in that spirit that we receive even the very outspoken criticism, of which we do not complain, because this is a part of our democratic system of government.

Commenting on the CCL's statements on international affairs, the Prime Minister said that the lessening of international tension is "due in large measure to the fact that we and our friends in the free world have stuck together and have worked together". It is necessary, he continued, that we continue our efforts to have such defensive strength as will be apt to deter any aggression.

That requires the expenditure of large sums that "unfortunately cannot be used for what we would all prefer to use them," he pointed out.

Mr. St. Laurent assured the delegation that their criticism and recommendations would receive careful consideration.

Added Remarks and Reply

At the conclusion of the Prime Minister's reply, Mr. Mosher said he wished to mention two additional matters. He asked for clarification of the Prime Minister's reply the day before to the TLC's expression of opposition to compulsory arbitration in railway disputes and, secondly, for an investigation into the "high cost" of drugs.

In answer to the first request, Mr. St. Laurent said much the same as he had told the TLC: that no one wanted to curtail the right to strike, that in the event of deadlocks that could "prolong to the point of exhaustion interruptions of necessary services" some other solution would have to be found, and that "when we are convinced that we are in the right, we are always disposed to submit to impartial appraisals of such situations".

"No one, I think, will contemplate the possibility of doing without public transportation in a country like ours," the Prime Minister added.

In answer to the second request, he reminded the delegation of the existence of combines legislation. "If any specific cases are brought to the attention of the Combines Investigation organization, I am sure they will be gone into very carefully and very thoroughly," he said.

Canadian and Catholic Confederation of Labour

For the first time in its annual brief, requests a health insurance plan. This year's memorandum dealt especially with social security, utilization of natural resources and new Unemployment Insurance Act

For the first time in an annual brief to the Cabinet, the Canadian and Catholic Confederation of Labour has asked for a health insurance scheme, thus joining the increasing number of labour and other organizations who feel the time has come to establish such a program.

The CCCL brief, read by the General Secretary, Jean Marchand, and part of which was commented on by the General President, Gérard Picard, was presented to the Prime Minister of Canada and his colleagues on December 16. The Executive Committee of the CCCL was accompanied by a smaller delegation than in the past.

This year, the brief dealt especially with social security, the utilization of our natural resources, the new Unemployment Insurance Act, the International Labour Conference and the problem of unemployment.

Specifically, the CCCL requested, among other things:—

That Canada continue its economic aid to underdeveloped countries;

That the Government publish statistics on the number of days each year when unemployed workers do not receive any benefits;

That the federal Government take a greater interest in the setting up of enterprises for the processing of our raw materials;

That unemployment insurance benefits be paid to the unemployed as long as they have not succeeded in finding suitable employment, even if this meant increasing the rate of contributions;

That a third category of benefits be created for unemployed persons who are responsible for a number of dependents equal to or higher than that of the average Canadian family;

That old age pension and family allowance benefits be increased;

That Canada complete its representation at the International Labour Conference and that the provincial Labour Departments be asked to send delegates.

The Prime Minister dealt briefly with certain recommendations contained in the memorandum and expressed his desire to meet, in so far as possible, the representations made not only on behalf of the workers but also on behalf of the citizens in general.

The following members of the Cabinet accompanied the Prime Minister when the CCCL's brief was presented: Hon. James J. McCann, Minister of National Revenue; Hon. Milton F. Gregg, Minister of Labour; Hon. Stuart S. Garson, Minister of Justice and Attorney General; Hon. Hugues Lapointe, Minister of Veterans Affairs and Postmaster General; Hon. George Prudham, Minister of Mines and Technical Surveys; Hon. John W. Pickersgill, Minister of Citizenship and Immigration; Hon. Jean Lesage, Minister of Northern Affairs and National Resources; and Hon. George C. Marler, Minister of Transport.

The CCCL Brief

The International Situation

Dealing first with the international situation, the CCCL encouraged the Government to continue its economic aid to the underdeveloped countries of the world, deeming this the best means of preventing these nations from turning one after the other to the Communist ideology.

"Canada has shown generosity in the past," the brief stressed. "We hope that it will find it possible to carry on this policy for many years to come. This is, in our opinion, the best means of working for the maintenance and strengthening of peace in the world."

Mentioning the recent trip made by the Minister for External Affairs to Russia and to the Middle and the Far East, the CCCL expressed the opinion that this trip will have contributed greatly towards lessening the dangers of war which may exist on a continent rapidly becoming more aware of international life.

Moreover, the brief specified that events in the Middle East are certainly not of a nature to make peace more secure, adding that a drama is now being played in the Arab world in which the slightest serious incident could give rise to a conflict on a universal scale.

The Unemployment Problem

Feeling that there is no lack of signs to show that the number of unemployed will be very high again during the coming winter months, the CCCL asked the Government to carry its research still further

in order to find technical methods and means calculated to reduce seasonal variations in employment.

Among other things, the brief suggested that the Royal Commission on Canada's Economic Prospects be asked to attach greater importance to the question of unemployment and to help to establish enterprises capable of ensuring steady sources of employment through the medium of an Industrial Expansion Bank.

According to the CCCL, Canada's prosperity depends to a large extent on whether or not Canadian workers are able to obtain employment for the whole year.

The memorandum also urged the Government to publish more complete statistics on unemployment, including statistics to show the number of days every year when unemployed workers do not receive benefits.

According to the CCCL, the winter employment campaign launched by the National Employment Service and the efforts of the Department of Labour in this respect have already shown good results. For this reason, it called on the Government to do still more.

Utilization of Natural Resources

Devoting a large section of its brief to the problem of the development of the country's natural resources, the CCCL stated that, while it favours in principle the private ownership of producer goods, it feels that the Government should play a more important part in the establishment of enterprises in co-operation with Canadian capital, rather than encouraging the flow of foreign capital.

The CCCL recognized the fact that the development of our natural resources is primarily the concern of the provinces but felt that the question had now assumed such magnitude that it must be considered on the national level.

The processing of our raw materials in the country, according to the brief, would make a singular contribution to the stabilization of our economy.

The memorandum deplored the fact that Canada is still, to a large extent, a producer of raw materials which are exported, most of the time, unmanufactured.

"We believe that, in several other sectors of the economy, it would be possible and even easy to have in this country factories for processing. This is particularly true in the sector of basic metals. This is a sector where the consequences are the most serious. The abundant mineral riches of the Canadian substratum should be as much as possible processed in Canada, which owns, in addition, the hydraulic power resources needed for the installation

of vast iron works. It should not be forgotten that this is a case of riches which do not reproduce.

"Even if they are very abundant, and they are far from having been entirely inventoried, the fact remains that the richest lodes are being worked. At a time when Canada, a young country facing a bright economic future, must rely on all its immense resources to provide for the needs of a population which is rapidly increasing, is it not in danger of finding itself in a state of inferiority if it has already disposed of its best sources of supply? This is a question which workers ponder on very seriously, together with businessmen, economists and scientists."

The CCCL also felt that the establishment of new concerns, whose existence would be based on the conversion of our raw materials, would be a means of gradually replacing those decadent or marginal industries which have relied largely on protective tariffs, the principle of which is becoming more and more difficult to maintain, as well as a means of enabling labour to readapt itself in professional fields offering guarantees for the future.

Unemployment Insurance Act

The present Unemployment Insurance Act, according to the CCCL, is still open to a good many improvements, and some of its provisions are unfair to certain categories of insured persons.

Repeating some of the remarks made by the CCCL to the House of Commons Industrial Relations Committee last spring, the brief expressed the opinion that considerations of an actuarial nature have taken too much precedence over real social considerations, that regular benefits should be paid to the unemployed as long as they are unable to obtain suitable employment, that a third scale of benefits should be set up for unemployed persons responsible for a number of dependents equal to or greater than that of the average Canadian family, and, finally, that no concern involved in a labour dispute should be able to advertise for manpower under the authority of the National Employment Service.

In view of the fact that more than two billion dollars have been collected by the Unemployment Insurance Fund since it was set up, and that from this amount the unemployed workers have received only slightly more than a billion, the CCCL maintained that the investments made by the Unemployment Insurance Commission mean that social security is a means of refinancing for the Government. While it is happy over the fact that the Commission makes sound investments, the CCCL

considered that the money collected should be used in the first place to assure the unemployed of a more liberal purchasing power.

For this reason the brief requested that regular benefits be paid to the unemployed as long as they have not succeeded in finding suitable employment.

At this point the General President, Gérard Picard, stated that the CCCL would be in favour of increasing the workers' contributions, within reasonable limits, and also of adopting a formula according to which the cost of the insurance would be divided equally among the workers, the employers and the Government.

The CCCL would therefore like to have a study made for the purpose of determining the level of contributions necessary in order to reach this objective. This suggestion, Mr. Picard specified, is bound up with the one in which more information is requested concerning the extent of unemployment in Canada, this information to be obtained by means of compiling statistics on the number of days each year when unemployed workers do not receive any benefits.

Stressing the fact that the principle of higher benefits for unemployed workers with dependents has already been recognized, the brief suggested that a third category of benefits be set up, adding to the benefits of insured persons with dependents the difference now existing between the scale for insured persons without dependents and the scale for insured persons with dependents, which would give the following figures: \$10, \$15, \$19, \$23, \$27, \$31, \$35 and \$37 a week. This third category of benefits would be paid to unemployed persons with dependents equal in number to, or greater than, the number of dependents in the average Canadian family.

The CCCL also recommended that the Unemployment Insurance regulations be amended to provide that, in the event of a strike or lockout, the National Employment Service could not be used in any way as a reservoir of strikebreakers. It suggested, too, that no unemployment insurance stamps be placed in the books of strikebreakers and that every labour dispute, strike or lockout should come to an end on the day on which an agreement is signed between the parties.

While the CCCL was pleased to learn that the regulations concerning seasonal workers had been suspended for a year, the brief added that it would be better to do away with these regulations altogether. "The experience of the next 12 months," it stated, "will undoubtedly show the merits of our claim."

Finally, the CCCL regretted that the Cabinet had not given effect to the recommendations of the UIC concerning the particular restrictions imposed upon married women. It would like to know what reasons the Cabinet had for adopting this attitude.

Social Security Measures

The CCCL made another appeal for certain improvements with regard to old age pensions and family allowances. For the first time, it asked for the establishment of a health insurance scheme.

The CCCL feels that the time has come to turn resolutely in the direction of such a scheme.

Too many Canadians, the brief emphasized, are deprived of essential medical and surgical care for us to delay further the carrying out of this measure.

On this point, the CCCL considered that a health insurance program should be set up jointly by the federal and the provincial Governments, and that the administration of the plan should be entrusted to the provinces.

Noting that family allowances, which were a considerable help to Canadian families when they were first established, are worth a great deal less today, the CCCL felt that "to restore to this measure the full social value attributed to it, and rightly so, when it was established, it would be only reasonable to increase the minimum rate of the allowance to \$8 and the maximum rate to \$13 per month per child". The CCCL also considered that the payment of family allowances should be continued as long as the child is at his studies.

As regards old age pensions, the CCCL was of the opinion that the monthly pension should be increased to \$50 for women who have reached the age of 60 and for men who have reached the age of 65, under a general plan the cost of which would be paid three-fifths by the federal Government and two-fifths by the provinces.

The International Labour Conference

This year the brief stressed particularly the importance of Canada's completing its representation at the International Labour Conference.

"Canada is becoming one of the most industrialized countries in the world," it declared, "and it is imperative that it play its part fully at the International Conference."

Furthermore, the CCCL suggested that the federal Government should ask the provincial Governments to participate in

these conferences by delegating high officials of the provincial Labour Departments.

The problems discussed at these meetings are perhaps of more interest to the provincial Governments, the brief pointed out, than to the central Governments, since labour legislation, to a very large extent, and particularly when it concerns collective bargaining, comes under provincial jurisdiction.

The CCCL also asked the Canadian Government to try to get the International Labour Office to set up specialized commissions to study the problems of employees in the graphic arts industry and of government and municipal employees.

Second Part of Brief

The second part of the CCCL brief was not read. It is mainly a summary of the requests already made to the federal authorities, which the last CCCL convention decided to submit again "in the hope that the Government will grant them its entire attention".

Income Tax—The CCCL again requested the Government to increase the basic exemption for unmarried persons from \$1,000 to \$1,500 and for married persons from \$2,000 to \$3,000. It also suggested that the exemption for a child should be \$400 per year instead of \$150.

The brief also requested that the Income Tax Act be amended so that family income could be considered as earned equally by husband and wife, and that each should file an income tax return as if they were single, benefiting by the exemptions provided for unmarried persons; that workers should be able to deduct annually from their taxable income an amount equal to 10 per cent of the value of their equipment; that the need to produce receipts for the 10-per-cent reduction for charitable donations be done away with; and that medical expenses, contributions to accident insurance and sickness insurance funds and sums paid for unemployment insurance should be deducted from taxable income.

Older Workers—The CCCL asked the Government to set up a Commission to study the problem of the older worker, suggesting that a law be passed to ensure more effective protection for this category of workers.

Permanent Price Commission—The CCCL believes that the creation of a permanent commission on prices would be an excellent means of protecting the consumer against "sudden and unforeseen" price increases.

Right of Association and Collective Bargaining—Emphasizing that freedom of

association and its corollary, the right to bargain collectively, are among the great social conquests made by the wage-earners, the brief deplored the fact that large groups of wage-earners, particularly arsenal employees, are deprived of the privileges of the law. The Government was also requested to improve working conditions for the staff of the Government Printing Bureau, making them at least comparable to those of workers in private concerns of the same type.

Other Recommendations—The CCCL also repeated its previous recommendations concerning the housing problem, broadcasts for workers on the CBC network, diplomatic representation at the Vatican, the criminal code, immigration, the Bell Telephone Company, Government Annuities, Canada Day, the Canadian flag, immoral publications and the Elections Act.

The Prime Minister's Reply

The Prime Minister assured the CCCL delegation that its recommendations would be given careful study "in the light of whatever it may be possible to do towards the improvement of the measures discussed in your brief".

"We always appreciate these occasions," he said, "when you come to make your representations to us concerning problems which are of interest not only to the group you represent, but which, in your opinion, would be an advantage to all the people of Canada."

Mr. St. Laurent then went on to review the main recommendations made in the brief.

Stressing the fact that there is constant improvement in the efforts being made to publish statistics giving as much information as possible, the Prime Minister stated that the Government is going to see whether it is possible to provide still more information than is now being done, as desired by the CCCL.

With regard to the suggestions concerning the Unemployment Insurance Act, Mr. St. Laurent specified that this is a problem which it is difficult to solve satisfactorily "without a considerable increase in payments to the general fund".

In asking the Government to pay a third of the contributions, he said, "you are making a suggestion which alters considerably the basis on which this Unemployment Insurance fund was established". As a matter of fact, this would amount to asking every taxpayer in the country to pay just as high a proportion as is paid by the employers and by the workers who benefit by these payments.

The Prime Minister repeated, however, that the Government is always prepared to recommend improvements which seem to it to be feasible. "We are trying to make this measure as advantageous and as practical as possible," he said.

Referring to the "important reserves" in the Unemployment Insurance fund, Mr. St. Laurent observed that he "was under the impression last year that the benefits were perhaps a little higher than the contributions".

With regard to unemployment, the Prime Minister deplored the consequences of Canada's severe climatic conditions.

"There is no doubt that certain types of work are necessarily interrupted during our Canadian winters. This brings about consequences which we deplore, and we are trying, just as you are, to stimulate employment during the winter.

"I think we have reason to hope that unemployment will not reach the level this year that it did last, but we agree with you that it will inevitably reach a level higher than we would like to see it, and which we shall apply ourselves, just as you will, to reducing as much as possible."

Turning to the social security measures suggested by the CCCL, the Prime Minister admitted that the dollar no longer has the purchasing power it had when family allowances were instituted.

However, he pointed out, taxes have remained at a high level and it does not seem probable that people in general would like to see this level still higher.

The Prime Minister stressed the fact that the CCCL's recommendations con-

cerning old age pensions and family allowances would involve additional expenditure besides the large sums already distributed in pensions.

He promised that the suggestions regarding the International Labour Conference would be given "very careful consideration".

"We belong to this international organization," he said, "for the satisfaction of the Canadian workers, and you may be sure that we are anxious to give as large a measure of personal and individual satisfaction to the Canadian workers as it is possible to do."

Going on to the recommendations dealing with natural resources, the Prime Minister pointed out, as the brief had done, that natural resources belong to the provinces. He stated that, however, that the federal Government "must try to achieve the fullest co-operation between all the provincial Governments in order to obtain, for the Canadian people in general, the best advantages which can be obtained from the development of these resources".

In closing, Mr. St. Laurent added that the recommendations repeated in the second part of the brief "will all be examined not only by the head of the Department concerned in each case, but by all members of the Government".

He laid stress on the ministerial solidarity of each in all decisions made in this connection. "It is in acknowledging completely this solidarity and this responsibility towards those who have elected us as their representatives that we shall study all these problems," he said.

International Railway Brotherhoods

As in past submissions, emphasize seriousness of the housing shortage and suggest that provision be made under National Housing Act for purchase of older houses and for lower interest rate on housing loans

The National Legislative Committee of the International Railway Brotherhoods presented its annual brief to the Government on December 16.

As in the past, the brief emphasized the seriousness of the housing shortage, particularly as it affects workers earning \$3,000 a year or less. Although changes made in the National Housing Act in 1954 had provided a stimulus to building, financing the purchase of a new house was as much as ever beyond the means of the majority of Canadian workers, the brief said, suggesting that the provisions of the Act should be extended to cover existing homes in good condition.

The Committee recommended the establishment of an extended system of national scholarships to enable a much larger proportion of young Canadians to receive a higher education.

The brief expressed approval of recent changes in the Unemployment Insurance Act. Renewed requests were made for a national transportation policy, national health insurance, an increase in the amounts of income tax exemptions and allowable deductions, an increase in social service allowances, and for labour representation in the Senate. Certain changes were suggested in the Explosives Act, the Railway Act,

and the Industrial Relations and Disputes Investigation Act. The Committee reaffirmed its support of public ownership and government control of radio and television broadcasting. Reference was made to hardship caused to some railway employees by substitution of diesel power for steam power.

The brief was presented on behalf of the Brotherhoods by W. H. Phillips, Chairman of the Committee. The Prime Minister was accompanied by the following members of the Cabinet: Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Minister of Defence Production; Hon. Milton F. Gregg, Minister of Labour; Hon. Stuart S. Garson, Minister of Justice; Hon. Robert H. Winters, Minister of Public Works; Hon. George Prudham, Minister of Mines and Technical Surveys; and Hon. George C. Marler, Minister of Transport.

In replying to the Committee the Prime Minister said that one of the main causes of betterment in the international situation was the upbuilding of the strength of the free nations. In order to maintain our position we had to keep abreast of technological developments in armaments and defence measures. Unfortunately, the expenditure needed for this purpose meant that revenue was not available for some other desirable purposes.

"All these welfare services are desirable services. They are all geared to our ability to provide for them, and we have been endeavouring to provide and improve those services to the extent to which the sources of revenue that could be used were available," Mr. St. Laurent said.

The Railway Brotherhoods' Brief

Social Security

The Committee renewed the requests it had made in the previous year's brief for increased social security allowances. It requested that favourable consideration be given to:—

Providing a pension for all persons of 65 years and over without a means test.

Increasing the monthly pension from the present \$40 to \$50.

Giving assistance to women between 60 and 65 years, with a means test, to a maximum of \$50 a month.

In connection with these suggestions the brief said: "It is recognized there has been an annual deficit in the Old Age Security Fund; however, a large portion of the Canadian budget is devoted to defence purposes and it is hoped that due to the lessening in world tension a proportion thereof may be re-allocated to this and other forms of social security."

An increase of \$5 a month in the scale of family allowance benefits was also suggested by the Committee, in order to make up for the decrease in the purchasing power of the allowances since they were last revised in 1949.

It was recommended that the Disabled Persons Act, which now provides for the payment of monthly allowances to disabled persons of 18 years and over, be amended to reduce the minimum age to 16 years.

Unemployment Insurance

The Committee signified its satisfaction with the recent changes in the Unemployment Insurance Act, which came into effect on October 2, 1955. It expressed "the appreciation of the railway employees to the Government, with particular reference to the Minister of Labour and to the Unemployment Insurance Commissioners, for the provisions of the current Act".

Immigration

The Committee agreed with the Government's policy of selective immigration but suggested that more attention should be given to adjusting the number of immigrants and the time of their arrival to periods of the year when opportunities for employment were best.

The request was again made "that the Department of Labour be charged with the responsibility of immigration, and that there be closer co-operation, through the creation of an immigration commission with equal representation from labour, management and the Government".

Education

"Colleges and universities are in financial difficulties and the situation will become more acute in the next few years as the university population doubles in size. This will call for more buildings, equipment and staff," the brief said. It went on to point out that national survival today depends upon scientific leadership, that the universities have a vital role to play which cannot be filled by any other institutions, and that they therefore merit financial assistance.

The provinces are finding it a burden to pay for their universities and the present federal grants to the universities, although very much appreciated, are inadequate and should be increased, the brief stated.

"There is a growing fear that in the near future a university education will only be available to the wealthy or to those who live in the city where the university is located," the Committee said, suggesting a system of national scholarships such as was recommended by the Royal Commission on National Developments in the Arts, Letters and Sciences.

Housing

"The housing shortage for workers earning \$3,000 or less is still acute and we, therefore, reiterate the points raised last year which will bring NHA financing within the reach of the average Canadian wage earner," the brief said.

Although changes made in the National Housing Act in 1954 had given a stimulus to the building trade by providing a new source of mortgage funds and decreasing somewhat the down payment, the provision of insuring the mortgage had increased the monthly payments and the resultant salary requirements and made it impossible for the average Canadian worker to finance a home under NHA, the Committee said.

For a loan under NHA, monthly payments, including principal, interest, taxes and insurance, may still amount to only 23 per cent of the monthly income, the brief said. Under the new Act, therefore, to finance the purchase of a \$10,000 home an annual wage of \$3,480 is required.

Since the great majority of Canadian workers are still earning less than \$3,000 a year, a \$10,000 house is thus beyond their reach. There are, however, the brief went on to say, available throughout Canada three-bedroom houses built in the 1920's, which would make an excellent source of housing for the average Canadian. The brief suggested that mortgage facilities should be made available under NHA to cover the purchase of existing homes in good condition.

The Committee also suggested that the rate of interest on government loans be lowered to 3½ per cent, only to private citizens earning \$3,000 or less per year, with certain restrictions designed to prevent speculation.

National Health Insurance

The Committee said it was pleased to note the Prime Minister's statement at the federal-provincial conference in October that his Government would take part in a health insurance plan if it were desired by "a substantial majority of provincial governments representing a substantial majority of the Canadian people".

The Committee said that it was of the opinion, which it had advanced for some years past, that if the Government of Canada would pass the required legislation enabling those provinces prepared to do so to proceed, public demand would result in national coverage in a short period of time.

National Transportation Policy

"It is our conviction that where competitive transport agencies are involved, the control and regulations should ensure to

each the requisite economic security to meet the required service qualifications. It is obvious that to control one class, namely the railways, over which there is rigid regulation, and allow all competitors to operate without comparable regulation, will never be a sound basis for a 'national transportation policy'," the Committee said.

The brief urged the Government to implement the recommendations of the Royal Commission of 1931-32, which inquired into railways and transportation. From that report it quoted as follows: "...unless some form of restriction and limitation of their (the common carrier trucks) activities is brought about by competent authorities, a progressively increasing loss will be experienced by the railways in the future which cannot fail to have a damaging effect on earnings."

The Committee said that it was a fact that in past years the earnings of the railways have been damaged considerably by lack of control over the carrier truck.

Taxation

Although it expressed appreciation of the 12-per-cent reduction in personal income tax in July 1955, the Committee urged further reductions by: increasing exemptions to \$1,500 for single taxpayers and to \$3,000 for those with dependents, by increasing the allowance for each dependent not eligible for family allowances to \$500, by providing that all expenditures for medical and dental care be made deductible in computing taxable income, and by some other concessions.

Use of Diesel Power

The brief requested the Government to "enact legislation, comparable in principle to that specified in the Canadian National-Canadian Pacific Act, which would provide protection to those employees who are displaced or reduced due to the railways' utilizing diesel power as a substitute for steam".

The Railway Act

The Committee commended the Government for the action of Parliament at its last session in amending the Railway Act to implement those recommendations of the Board of Transport Commissioners which concerned the Railway Grade Crossing Fund.

The brief repeated requests made in previous submissions that Section 253 of the Act be amended to require that safe side clearances, suitable for the use of present-day equipment, should be allowed on all railway tracks.

Another request which was repeated was that the Act should be amended to provide that when municipal authorities seek restriction of warning whistle or bell signals at highway crossings, subject to the approval of the Board of Transport Commissioners, such approval should not be given unless proper manual or mechanical warning devices were provided.

I.R. & D.I. Act

Certain changes in the Industrial Relations and Disputes Investigation Act or in its administration were suggested. The Committee recommended that:—

The Minister should use as effectively as possible the services of conciliation officers in respect of delays.

After a union has been certified and an agreement entered into, the employer should not be allowed to "farm out" work covered by the agreement.

The Act should be amended to provide that decisions or orders of the Canada Labour Relations Board be recorded in writing, and be available to all interested persons.

The brief also asked that the Government give serious consideration to means of correcting inequality of opportunity for the railways and their employees brought about by the control of railway income by the Board of Transport Commissioners.

Other Recommendations

The Committee repeated its recommendation that the Government's policy of appointing labour representatives to public bodies, boards and commissions be broadened. It also suggested that "it would be in the national interest if labour were represented in the Senate".

The national program of rehabilitation services, which was started in 1951, involving the participation of federal and provincial agencies, was recommended.

The Committee reaffirmed its "support of public ownership and government control of radio broadcasting and telecasting under the trusteeship of the Canadian Broadcasting Corporation."

The Prime Minister's Reply

The Prime Minister told the Committee that the Government, because it realized that the submission was for the most part one of views for the betterment of social and other conditions affecting Canadians at large, always gave very careful and earnest consideration to these briefs.

The Prime Minister said that he noted that one of the paragraphs on the first page of the brief was written before "the increased tenseness of the cold war". He said

that one of the main causes for the betterment in the international situation was the upbuilding of the strength of the free nations.

This enables us to feel, he said, that no potential aggressor would likely undertake to use the destructive implements of war that are now available, because he must feel that, by reason of our strength, it would be as disastrous for the one who started the aggression as it would be for those against whom it was directed.

Very great technological developments are taking place in the field of armaments and defence measures, the Prime Minister continued. In order to maintain our position we had to keep up to date, and this meant that anything that had become obsolescent had to be replaced by something much more complicated and costly than the thing it replaced.

He thanked the Committee for the paragraph in their brief in which they commended the actions that had been taken; but he said that the inevitable consequence of such action was that revenue used for such purposes was not available for other desirable recommendations which they had made.

In regard to immigration, he said that he thought we all felt that immigration was desirable to the extent that we can make and provide conditions here that will result in the immigrant being happy that he came here. This, he believed, should be the governing factor in any immigration policy.

With respect to education the Prime Minister said he was much impressed by the presentation made in the brief. There is no doubt, he said, that the costs of education are rising and that many more persons than before require these facilities.

But he said that taxing capacity used by the federal Government was not available for other taxing authorities, and it was that matter which constitutes the substance of the discussions at dominion-provincial conferences. Tax-paying capacity remained the same, he said, no matter what authority gathered the taxes. There were differences, however, in the tax-paying potential of different areas of the country, and the Government tried to bring about some degree of uniformity in the distribution of the proceeds of some taxes for the public services to which they are applied.

With respect to housing, the Prime Minister said that costs have increased, and the conveniences necessary in modern housing have also increased. For a certain portion of our people there was a disparity between that part of their earnings available for housing and the inevitable charges that have to be paid by somebody to provide that housing.

This, he said, was something that had to be given careful consideration in trying to have the national income of Canada as fairly distributed as possible. All these welfare services are desirable services, he said, but they are all geared to our ability to provide for them.

There are certain features which deal with the transportation system of this country, Mr. St. Laurent said, in regard to which serious efforts will be made, as always, to bring about such improvements as are practicable. Adjustment problems accompany the introduction of new things, and these have to be dealt with as effectively as possible.

The Committee's recommendations with regard to orders of the Board of Transport

Commissioners, and the recording of those orders, would be drawn to the attention of the members of that Board, he said.

With regard to broadcasting and television, the Prime Minister said that as the Committee were aware, a Royal Commission had been set up, and he hoped they would appear before that Commission to inform it of their views.

When the Prime Minister had finished speaking Mr. Phillips asked him whether he would send the Committee a letter making some comment on their recommendations, as he had done one or two years ago. Mr. St. Laurent said they would certainly be informed of such action as the Government might take in respect to their recommendations.

AFL-CIO Merger Consummated

Amalgamation of major segments of organized labour in United States effected at New York convention. George Meany elected President of new AFL-CIO; Reuther named President of Industrial Union Department

Unity of the major segments of United States trades unionism became a reality last month at the first constitutional convention of the organization, known as the American Federation of Labour and Congress of Industrial Organizations, formed through merger of the AFL and CIO. Delegates to the convention numbered 1,487 and represented a membership of 15,700,000.

George Meany, AFL President, was unanimously elected President of the AFL-CIO. Walter Reuther, President of the CIO, was elected President of the organization's new Industrial Union Department. Of the 27 Vice-presidents elected, 17 were from the AFL and 10 from the CIO.

Two of the Vice-presidents are Negroes, the first time in American trade union history that a Negro has been named to a major office in a national labour organization.

In addition to the Executive Council, the convention named an Executive Committee of six, plus the President and Secretary-Treasurer. The Executive Committee will meet at frequent intervals to process and carry out convention policy and mandates, as well as to translate into action day-to-day matters as may be required. The Executive Committee is responsible to the Executive Council and which, in turn, is responsible to the biennial conventions of the AFL-CIO.

The first convention of the new organization was a busy one: some 50 resolutions were disposed of and some scores of speakers from all walks of life were heard. Some hundreds of foreign trades union dignitaries from some 40 countries were in attendance, in the dual capacity of observers at the opening convention of the new organization as well as being official delegates from their countries to the executive meeting of the International Confederation of Free Trades Unions, whose sessions were being held in New York City for this occasion.

Convention speakers included the President of the United States, Secretary of Labor Mitchell, Governors Harriman of New York and Williams of Michigan, Adlai Stevenson and several dozen more from all levels of political, social and religious life of the United States. Because of his inability to be present, President Eisenhower delivered his speech by telephone to the convention. Most addresses had to do with the significance of the merger, with occasional reference to the future economic and political impact of union amalgamation.

Resolutions covered the whole range of national and international affairs. One group of resolutions covered the stated need of improving the economic position of labour. Such resolutions covered the need of improved living standards through

action at the collective bargaining table, as well as through legislative measures on the federal, state and local level.

A second group reflected the need for increased political education and political action. From President Meany down, all speakers emphasized the need for more political education and action. However, stress was laid on the legitimacy of such proposed action.

"There was," said President Meany, "no policy or intention of starting a third political party, or in attempting to dominate any existing political party. Political action would be resorted to by labour in the interests of the whole country."

A third group of resolutions dealt with international affairs. Emphasis was placed on the need for a resolute policy towards Communism as well as for aid to underdeveloped countries and, through the ICFTU, to the trades union movements therein.

High on the list of immediate objectives of the new organization was union organization of the unorganized. To head up such organization Jack Livingstone, Vice-president of the United Automobile Workers, was appointed National Director of Organization. The United States will be subdivided into 13 areas, with each area having a Regional Director. While several convention speakers dealt with separate areas of the problem of organization, a semi-official target of doubling trades union strength within five years found ready response and approval. This would mean that—presuming such target was reached—the new organization would have a membership of more than 30 million by 1961.

Part of the problem of organization is securing enough money to do the job. Several speakers announced that an initial organizing fund of four million dollars was in being, and that much more was forthcoming. Questioned by the press, Mr. Livingstone, Director of Organization, said that no matter how much money was at hand for organizing, there would never be enough on hand to do the job required.

Opening Ceremonies

The convention was held in the 71st Regimental Armory, following two-day "closing out" conventions of the two major federations now making up the new national trades union centre.

Walter Reuther, President of the United Automobile Workers of America and former President of the CIO, presided over the opening sessions of the convention. Cardinal

Spellman, Archbishop of the Roman Catholic Diocese of New York, gave the opening invocation and was followed by speeches of welcome from Mayor Wagner of New York City and state and city trade union officials.

The first official act of the convention was the report of the Credentials Committee. The report was submitted by William Schnitzler, Secretary-Treasurer of the AFL and, subsequently, Secretary-Treasurer elect of the new organization. Mr. Schnitzler's report showed 1,487 delegates present from 135 national and international unions, five trades union departments, 93 state federations and state councils, 490 local labour councils, and 148 local unions chartered directly by the two federations.

Election of Officers

Traditionally, it had been the custom in the AFL for the President of that body to be "named" by a member of his own union. This had been an honour respected and adhered to over the years of AFL history.

The convention of the new organization recognized this long tradition but, out of deference to the facts and factors of the merger, the honour of placing in nomination the name of the first President of the new organization was accorded Walter Reuther.

Mr. Reuther dealt at some length with Mr. Meany's qualifications for the Presidency of the merged organization, citing him as the unanimous choice of both organizations party to the merger.

Mr. Meany's election was unanimous.

His acceptance speech covered the whole range of national and international affairs. The new President laid great stress on labour's future, emphasized the need for labour's responsibility as well as for its future opportunities. He said that labour unity must be good for the whole country as well as for labour. "In the international field," said Mr. Meany, "labour must be in the forefront of strengthening a free society as a means of disposing of the challenge of world tyranny."

Mr. Meany's election as President was followed by the unanimous election of Mr. Schnitzler as Secretary-Treasurer and of 27 Vice-presidents. The twenty-nine officers will make up the Executive Council of the AFL-CIO.

The 27 Vice-presidents are: Harry C. Bates, Bricklayers, Masons and Plasterers' International Union of America; Dave Beck, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and

Structure of the AFL-CIO

The biennial convention is the top policy-making body.

President and Secretary-Treasurer administer and interpret policy, are subject and responsible to executive bodies and biennial convention.

Executive Council has power to take action between conventions, meets three times yearly.

Executive Committee is authorized to act between meetings of the Executive Council, meets every two months.

Trades or Union Departments basically deal with occupational interests of affiliates within each Department, must conform to constitutional prerogatives of the parent organization.

State and local organizations have policy-making rights within state and local areas, subject to the powers of the national organization.

Administrative Departments (see list on page 59).

Standing committees (see list on page 59).

Helpers of America; Joseph A. Beirne, Communications Workers of America; William C. Birthright, The Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors' International Union of America; L. S. Buckmaster, United Rubber, Cork, Linoleum and Plastic Workers of America; James B. Carey, International Union of Electrical, Radio and Machine Workers; Joseph Curran, National Maritime Union of America; William C. Doherty, National Association of Letter Carriers; David Dubinsky, International Ladies' Garment Workers' Union; George M. Harrison, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees; Al J. Hayes, International Association of Machinists; Maurice A. Hutcheson, United Brotherhood of Carpenters and Joiners of America; Joseph D. Keenan, International Brotherhood of Electrical Workers; O. A. Knight, Oil, Chemical and Atomic Workers International Union; Charles J. MacGowan, International Brotherhood of Boiler Makers, Iron Ship Builders, Blacksmiths, Forgers and Helpers; David J. McDonald, United Steelworkers of America; William L. McFetridge, Building Service Employees' International Union; James C. Petrillo, American Federation of Musicians; Jacob S. Potofsky, Amalgamated Clothing Workers of America; A. Philip Randolph, Brotherhood of Sleeping Car Porters; Walter P. Reuther, United Automobile, Aircraft and Agricultural Implement Workers of America; Emil Rieve, Textile Workers Union of America; A. L. Spradling, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America; William S. Townsend, United Transport Service Employees; Richard F. Walsh, International Alliance of Theatrical

Stage Employees and Moving Picture Machine Operators of the United States and Canada; Herman Winter, Bakery and Confectionery Workers' International Union of America; and Matthew Woll, International Photo-Engravers' Union of North America.

Industrial Union Department

The constitution of the new organization provides for equal recognition of industrial and craft unionism and for the establishment of an Industrial Union Department.

It was originally thought that this Department would have to do with the particular problems of CIO unions. However, it was found that, as the effect of trades union evolution over the years, many former AFL craft unions had become partly industrial organizations, thereby making such unions eligible for participation in the affairs of the Industrial Union Department.

The new organization decided, therefore, that all unions, craft or otherwise, would be entitled to affiliate with the Industrial Union Department to the extent of their industrial union membership. This decision brought some 37 former AFL craft unions into affiliation with the new Industrial Union Department. The Department has now affiliated with it 68 unions, representing an estimated membership of more than seven millions.

Walter Reuther and James B. Carey were elected President and Secretary respectively of the new Department. Directing the affairs of the new Department will be Al Whitehouse, a former regional director of the United Steelworkers. Provision is made for election of 12 Vice-presidents of the Department. Seven of such offices have been filled by

CIO representatives. Of the five vacancies remaining, four will be filled by nominees from former AFL unions.

Other Departments

The establishment of the new Industrial Department brings to six the number of trade subdivisions of the AFL-CIO: Building and Construction Trades Department, Maritime Trades Department, Metal Trades Department, Railroad Employees Department, Union Label and Service Trades Department, and Industrial Union Department.

In addition, there will be an auxiliary joint committee between the Industrial Department and that of the Building Trades, the purpose of such committee being to iron out any dispute that may arise between the two Departments.

All of these Departments will be autonomous within their particular spheres of occupational interest. They will levy their own dues, hold their own conventions, elect their own officials, administer their own affairs and pay all help serving the Departments. While maintaining their autonomy, they must conform to basic policy decisions of the parent AFL-CIO.

State and Local Organizations

Exclusive of top constitutional organs of the AFL-CIO, such as Executive Council, Executive Committee, Trade or Union Departments, will be state federations and local councils. It will take an estimated two years to merge into functioning units the numerous duplicate state and local bodies. If, at the end of two years, merger has not been completed on state and local levels, the national organization may take such steps as may be deemed necessary to effectuate such amalgamation.

A recognition that many factors are involved in the consolidation of state and local organizations was seen in the speech of William McGowan of the Boilermakers. Mr. McGowan pleaded for early merger of state and local units by citing, as a good example of willingness to serve the general labour interest, the willing sacrifice of Walter Reuther and James Carey to drop out of the running for the offices of President and Secretary of the AFL-CIO. Mr. McGowan's speech was well received.

Administrative Subdivisions

Apart from the policy-making branches of the new labour centre, there will be a number of administrative subdivisions. These are: Press and Publicity, Publications, Organization, International, Social

Security, Research, Education, Political Education and Action, and Civil Rights.

By mutual consent and approval the directorships of such administrative units have been allocated on a reciprocal basis between personnel formerly serving similar areas of work in the AFL and CIO. In a few cases there will be a director and co-director of an administrative unit, the hope being that time and atmosphere will make co-directorships superfluous.

In addition to all of the foregoing, there will be a number of standing committees, each of which will deal with varying administrative areas. These committees will be largely advisory, their studies and work being channelled through and dealt with by executive and convention consideration. The committees are (Chairmen in parentheses): Legislative (George Meany), Political Education (George Meany), Civil Rights (James Carey), Ethical Practices (Al Hayes), International Affairs (Jacob Potofsky and Matthew Woll), Education (George Harrison), Social Security (Maurice Hutchison), Community Relations (Joseph Beirne), Housing (Harry Bates), Research (William Schnitzler), Public Relations and Publications (William Birthright), Economic Policy (Walter Reuther), Occupational Safety and Health (David Beck), and Veterans (William C. Doherty).

Personnel of four of the committees have been announced. Committee members will be:—

Ethical Practices—Messrs. Curran, Harrison, Dubinsky and Potofsky.

Civil Rights—Mr. Dubinsky, Ralph Helstein of the United Packinghouse Workers of America, Milton P. Webster of the Brotherhood of Sleeping Car Porters, Mr. Woll, Emil Mazey of the United Auto Workers, Mr. Doherty, Steelworkers' President David J. McDonald, and Messrs. McFetridge, Townsend, Walsh, Buckmaster, Harrison and Hayes.

International Affairs—Messrs. Dubinsky, Reuther, Beck, Harrison, Rieve and Knight, and William J. McSorley of the Wood, Wire and Metal Lathers' International Union.

Housing—Mr. McFetridge, Richard J. Gray of the Building and Construction Trades Department, John Edelman of the Textile Workers, Messrs. Keenan, MacGowan and Hutchison, Ben Fischer of the Steelworkers, A. F. Hartung of the International Woodworkers of America, John Lyons of the International Association of Bridge, Structural and Ornamental Iron Workers, John Moran of the Communications Workers, Peter Fosco of the International Hod Carriers, Building and

Common Labourers' Union of America, and Morris Pizer of the United Furniture Workers.

Resolutions

Key resolutions passed at the first American Federation of Labor and Congress of Industrial Organizations convention in New York called for:—

"Elimination of the evils of the Taft-Hartley Act and the enactment of a sound and fair national labour relations law based on the principles of the Wagner Act";

A fight for the repeal of all state anti-labour laws;

The continued defence and nurture of free collective bargaining as a major means of gaining higher wages, improved working conditions, and other benefits;

Full support to all unions in their efforts to keep "our organization free from any taint of corruption or Communism";

Support for certain guiding principles making for an effective American democratic foreign policy and sound international labour relations;

A continuing and expanding non-partisan program of political education, while avoiding "entangling alliances with any other group", and "supporting worthy candidates regardless of their party affiliation";

An expanded organizing program and doing "everything in our power to further ... organization of the unorganized";

Strong support "for an effective and enforceable Fair Employment Practices Act" and for other measures against discrimination on account of race, colour, religion or national origin.

The convention also passed a resolution in favour of legislation to keep foreign flag vessels out of Canadian coastal trade and United States and Canadian lake ports, to be passed before the St. Lawrence Seaway opens.

Another resolution asked for the establishment of a \$1.25-an-hour minimum wage

under the Fair Labour Standards Act, plus a shorter work week and extended coverage.

The Path Ahead

The proceedings of the first convention are but declarations of aims, hopes and aspirations. All three have to be interpreted by future events. The basic aim is to become the most powerful trades union body that the world—free or otherwise—has seen.

To achieve such a goal, many ways will have to be trod by the AFL-CIO. The central path will, however, lie in first organizing more unorganized workers and, secondly, in consolidation of a substantial number of duplicating organizational activities.

Today, one-fourth of the labour force is organized. In addition there are, at least, a score or more organizations within the AFL-CIO competing with each other and subject to merger. One such merger is in the process of completion. The CIO Packinghouse Workers and the AFL Butchers have agreed to merge. Others will follow by voluntary action, since there is now little point in continuing jurisdictional wars, which have been proved to be but costly luxuries.

To gear organizational work to maximum effectiveness, all other branches of related activity will be consolidated. This applies with some force to research, press and publications. The publications of both the AFL and the CIO are now merged into substitute organs, with staff being allocated where it will be most effective.

Whatever political impact the new organization may have, only the future can tell. Those who dislike or fear labour allege that the merger is a menace to freedom. Those who like and support labour say that the merger is a good thing for the country. The answers to these forecasts lie ahead.

Directors of AFL-CIO Departments

Directors of some of the staff departments in the AFL-CIO will be (former affiliation in parentheses):—

Political Action—James L. McDevitt (AFL) and Jack Kroll (CIO), co-directors.

International Relations—George Brown (AFL) and Michael Ross (CIO), co-directors.

Research—Stanley Ruttenberg (CIO).

Education—John Connors (AFL).

Social Security—Nelson Cruikshank (AFL).

Public Relations—Philip Pearl (AFL).

Legislation—William C. Hushing (AFL) and Robert Oliver (CIO), co-directors.

Editor, AFL-CIO News—Henry Fleisher (CIO).

The Director of Organization, as previously announced (L.G., Dec., p. 1355), will be John W. Livingston (CIO).

Chronology of Events Leading to Organic Unity of AFL and CIO

The merger of the American Federation of Labor and the Congress of Industrial Organizations that took effect in New York on December 5, 1955, is bigger in numbers and power than its predecessors and is the culmination of 120 years of effort. It is a reflection of the growth during the last and the present century; a portrait of the evolution from small, local, community enterprise to large-scale organization of the mid-Twentieth Century in Business, Government and Labour.

The merger is but the most recent attempt to weld United States trade unionism into one united body, to have all American trade unionists in one organization.

The first attempt at unity was in 1834, when representatives from local worker groups in a half dozen eastern cities met in New York City to form the National Trades Union. In those days unionism was in its infancy. Workers belonged to purely local "trade societies" with few connections or affiliations with outside groups. National or international unions as we recognize them today were non-existent. The National Trades Union had a short life and disappeared with the panic of 1837.

The second attempt at unity was not made until thirty years later, until 1866 to be exact. Conditions in the immediate post-Civil War period were bad. The impact of a growing industrialization and a developing "big business" was hard on a poorly-organized labour force.

Low wages and bad conditions literally forced unions to begin attempting to organize on a wider or national basis. One of the key figures in the second effort to "unite" American labour was William H. Silvas, President of the infant Iron Molders International Union. Silvas was able to bring together a number of young unions in 1866 in Baltimore and to there found the National Labour Union.

Silvas was elected head of the new national group. In a short time he and his new organization became involved in some disastrous strikes. In addition Silvas found himself in trouble with his own union.

The National Labour Union was a babble of voices. Born out of desperation and conditions of the times, it was a mixture

of believers in the strength of craft unionism, plus adherents of social and political action of varying kinds.

Silvas got tangled up in political action, with the result that the craft unions left the new national body. The second attempt at a national labour unity was also a failure and the National Labour Union went out of existence in 1872.

The third effort to build an American national labour centre that would speak and act for all workers in the country took form with the formation of the Knights of Labour in 1869 in Philadelphia.

The Knights set out to be the One Big Union of its day. It believed in the formation of mass unionism that would take in all workers, regardless of craft or calling.

In fact the constitution of the Knights of Labour was as wide as the labour force. It provided for everyone to join, the only exclusions being "lawyers, doctors, bankers, stockbrokers, professional gamblers and those who made their living making or selling liquor".

At first, The Noble Order of the Knights of Labour was a secret brotherhood and continued so until 1878, when it became an "open" organization.

The organization scored some sensational successes. It took on the powerful railroads, notably the Jay Gould lines, and won many strikes. Its clarion call was for the eight-hour day. In 1885 the Knights claimed a membership of more than 700,000 members, a tremendous organization for that time.

In the late seventies and early eighties, the Knights of Labour were the labour "menace" of the day. Their growing and commanding strength united big business and newspaper editors. The spectre of labour unions naming the President and who would be elected to Congress gave business the jitters. Controlling the reins of government had, therefore, been regarded as a business prerogative and, consequently, the possibility of labour doing so converted the Knights into something of a nightmare.

However, the very popular strength of the Knights was its basic weakness. In bracketing everyone of every kind of belief in mass unionism from pragmatic, job unionists to social and political idealists, the organization was in a continuous

internal turmoil. Some wanted emphasis on wages and working conditions; others, on political action.

Terence Powderly, the head of the Knights, was a peculiar mixture of organizing genius and libertarian who believed in political power. His support for political action and crusades for co-operative ownership of business drove the craft unionists out of the organization in the middle eighties. From then on the organization started a lingering decline until its demise at the turn of the century.

The departure of the craft unions from the Knights of Labour in the mid-eighties laid the basis for the fourth attempt at American labour unity with the formation of the American Federation of Labor in 1886.

The AFL was the outcome of a strike in 1886 by more than 300,000 workers who downed tools in a demand for the eight-hour day. The famed Haymarket riots of the same year in Chicago were the climax of the strike. The strike had been under the auspices of the Federation of the Organized Trades and Labour Union, yet another group setting out to represent all labour.

The riots in Chicago had an adverse public effect and, temporarily, put the quietus on mass action. Such effects made inevitable the formation of the AFL, an organization of craft unionists who saw the solution of their problems in the person and creed of a man by the name of Samuel Gompers.

Gompers was a Jewish cigar-maker from London, England. He was a hard-headed unionist and had little patience with union political action of any kind. He talked the language of practical, bread-and-butter trades unionism.

In December 1886, the AFL came into being at Columbus, Ohio. Gompers was elected President. With the exception of one annual term when he was replaced, Gompers remained President of the AFL until his death in 1924.

The AFL did not, of course, unite all American workers. In the nineties, as well as in the first and succeeding decades of the Twentieth Century, there were break-aways. What the AFL did accomplish was bring together and keep together for a longer period of time more American workers under one national labour centre than any group that preceded or came after it.

The AFL became for roughly 70 years the main spokesman of American labour, although its voice and position was weakened in the 1930's with the formation of the CIO.

The birth of the CIO compelled the AFL to fight for its existence and it has been only in the last seven or eight years that the AFL achieved marked superiority in numbers and strength over the CIO.

However, continuing competition between the AFL and CIO made the present merger of the two federations necessary and inevitable.

The new organization—the AFL-CIO—is, therefore, the fifth major attempt to unite all organized workers in the United States under one banner. Even now, there are groups of American workers—numbering between two and three million—still outside the new organization. Attempts will be made to attract most of these workers to the AFL-CIO but only time will tell whether such effort will be successful.

The Steps Leading to AFL-CIO Organic Unity

November 25, 1952—George Meany, immediately following his election as President of the American Federation of Labour, declared "We are ready, willing and anxious to talk to the CIO about this very vital question of the unity of labour in the United States." The CIO immediately responded to this declaration of AFL policy.

January 1953—The first meeting between the AFL and CIO took place in Washington. A series of meetings were held throughout the rest of the year.

December 16, 1953—No-raiding agreement signed.

June 9, 1954—No-raiding agreement, which was subject to ratification by individual unions in both organizations, became

effective when enough unions in both had signed.

October 15, 1954—Joint committee of both organizations issued a statement calling for "the creation of a single trades union centre in America through the process of merger". AFL and CIO Presidents authorized to name sub-committees to draft detailed plans.

The 1954 conventions of both organizations endorsed the "constructive progress" made towards unity.

February 8-9, 1955—Joint AFL-CIO committee met at Miami Beach and arrived at draft agreement on merger. This agreement was approved immediately by the AFL Executive Council, by the CIO Executive Board in March.

May 1955—Joint unity committee met to draft a constitution for the new organization. At subsequent meetings a constitution was drafted and approved by the executive bodies of the AFL and CIO.

December 1-2, 1955—Separate conventions in New York of AFL and CIO gave

final approval to the proposed constitution and merger of the two organizations.

December 5, 1955—At the first constitutional convention of the AFL-CIO in New York, delegates gave unanimous approval to the merger.

Thirteenth Federal-Provincial Farm Labour Conference

Greater demand for farm labour in 1956 is forecast. Need to increase mobility of available supply of domestic farm labour is foreseen in view of likely buoyant conditions in industry and reduced immigration

A greater demand for farm labour in 1956 was forecast by delegates to the 13th Federal-Provincial Farm Labour Conference held at Ottawa December 8-9. The delegates generally felt, too, that because of the likelihood of a scarcity of farm labour in Canada in 1956 due to anticipated buoyant employment conditions in industry, plus a falling-off in immigration, it would become necessary to increase the mobility of the available domestic farm labour.

The conference was attended by delegates from the federal and provincial governments and observers from the United States, German and Netherlands governments, the International Labour Organization, the Canadian Federation of Agriculture, the Canadian National Railways and other interested organizations.

W. W. Dawson, Director of the Special Services Branch of the Department of Labour, chaired the two-day conference. He asked that the program be carefully reviewed by the conference in the light of the agricultural industry's requirements for the coming year and also in the light of the longer-term agricultural outlook in Canada.

Items on the agenda included reports of provincial directors of farm labour and regional employment officials on the past year's activities, general economic and employment outlook, the farm labour outlook, the immigration program, and seasonal movements of farm workers.

Minister of Labour

The delegates were welcomed by the Hon. Milton F. Gregg, Minister of Labour, who paid tribute to the work of the Federal-Provincial Farm Labour program and the

great value it had been to Canada. He urged the conference to take a look at the whole picture of agriculture and to relate it to the manpower field in order that the close co-operation between federal and provincial governments and organizations interested in farm labour would be used to the full.

Deputy Minister of Labour

Arthur H. Brown, Deputy Minister of Labour, said that it appeared as though employment generally would be higher during the early part of 1956. Should this occur, he said, more pressure from other industries on available supplies of farm labour could be expected.

Mr. Brown said he hoped consideration would be given to "what further plans should be made to recruit and utilize our own Canadian labour force more fully in order to meet any emergencies which may arise". This was particularly important, he said, since the number of available immigrants with previous farm experience may be lower than in recent years.

Mr. Brown stressed the importance of reviewing the aims and objectives of the farm labour program by both federal and provincial groups.

He drew the delegates' attention to three aspects of the joint farm labour program. He said that in the first place the co-operative program served as a highly important stand-by operation. Had the close working arrangements not been established and maintained, he said, the emergency manpower situations that have arisen over the past 12 years could not have been met.

A second feature Mr. Brown pointed out was that through action together the federal and provincial agencies had accomplished much more than either could have alone.

"The extension services of the provincial Departments of Agriculture on the one side are close to agriculture and hence have a good appreciation of the day-to-day developing needs of farm labour. The National Employment Service on the other side is in a position to know who are available in the labour market with experience in agriculture and are also able to help in effecting quick transfers of workers from one part of the country to another to meet peak demands."

A third feature, Mr. Brown said, was that the program was helping "to bring about an increasing recognition of the vital part labour plays in agriculture and of the steps that need to be taken to improve its effectiveness".

Canadian Federation of Agriculture

R. A. Stewart, a director of the Canadian Federation of Agriculture, told the conference that he felt the stress should be on bringing family-group immigrants to Canada. He said this would do away with many of the immigrant farm labour problems faced at present and would give greater stability. Mr. Stewart, who represented Canadian farmers at the September meeting of the Permanent Agricultural Committee of the International Labour Organization in Paris, said that Canada has as good employment service for farm workers as there was anywhere in the world. He agreed with provincial delegates that the farm labour agreements had been valuable to agriculture in supplying farm labour where it was needed and when it was needed and that there was likely to be a strong demand for farm labour in 1956.

International Movements

Don Larin, Chief, Farm Placement Service, United States Department of Labor, described the utilization of pools of labour in large urban centres for emergency work in agriculture. Mr. Larin said this was felt to be a useful method where such urban pools of labour are close enough to the growers to transport the workers out to work in the morning and back at night.

Mr. A. Gillespie, U.S. Department of Labor, Boston, Mass., also attended the conference.

Provincial Directors' Reports

Prince Edward Island—The supply of farm labour in Prince Edward Island has not shown any appreciable change during 1955 and the demands of the farmer have been reasonably well looked after during the season. There have been very few times when a farmer has had to wait for any length of time to have his farm labour needs supplied. During the past two years there has apparently been more local labour available, and the farmer was able to supply many of his labour needs from his own community.

The requirements for labour during the haymaking season were very light, with a total of 14 local placements being made in the province and 11 workers transferred to the Charlottetown area.

Labour requirements for the saving of the potato crop constitute the largest movement in this province, and during the 1955 season 656 placements were made. Of this number 446 were recruited in the neighbouring provinces. This amounted to almost the same number that was recruited during the previous year.

The paying of return transportation of satisfactory workers from outside the province was continued this season, and again proved very satisfactory. It was found that since this policy was adopted the class of worker in general has improved and the better workers are returning year after year. Paying return transportation has reduced considerably the number of workers necessary to transfer into the province each year.

Under the seasonable labour category the Charlottetown office again in 1955 placed 223 strawberry pickers and, as a new venture, eight blueberry pickers. This is a service that has been well received by the strawberry growers in the areas adjacent to Charlottetown, and is making it much easier for the producers of strawberries to harvest their crops.

Regular farm placements through the local offices in Charlottetown and Summerside have remained about the same as during 1954, with a total of 167 placements being made.

In addition to the labour forces that have been placed by the National Employment Offices a number of immigrants have been brought into the province under the auspices of the Department of Citizenship and Immigration. These settlers, the most of whom are from Holland, have proven very satisfactory and are apparently able to adapt themselves quite readily to Canadian methods.

New Brunswick—A small surplus of labour was reported in New Brunswick at the beginning of the year. By the opening of the cropping season this surplus had virtually disappeared as a result of considerable activity in public works projects and in private enterprises. A shortage of farm labour developed early in the cropping season but it was not acute. Only a few demands were made for farm labour and these were largely met by immigrants.

The weather was favourable during the planting season, resulting in a normal crop being planted. A favourable growing season followed and weather conditions during the haying season were very favourable and a crop of excellent quality was harvested. The grain harvest was out of the way before the potato harvest began. Fine weather made possible an uninterrupted harvesting of potatoes and apples.

As a result of the favourable season more economical use of labour was possible and as a result, demands for farm help were reduced.

Placements of labour locally as well as by national and international agreement totalled 4,416, as follows: within the province, 1,149; outside the province, 3,267; Ontario farm labour pool, 96; planting in Maine, 96; potato pickers, Maine, 2,028; bean pickers, Maine, 1,047.

Prospects for 1956 are that labourers will be in demand in both public and private enterprise. As a result, the supply of farm labour may be shorter during the coming year than in 1955. Wages for labour will likely be maintained and farm help may demand higher wages.

Nova Scotia—The demand for farm labour in Nova Scotia does not vary a great deal from year to year. Most of the farmers requiring additional labour can give year-round employment. A smaller number require summer help only, while in the Annapolis Valley much seasonal labour is needed during apple picking time.

Early in the spring of 1955, owing to unemployment conditions in the province's mining towns, it appeared as though a considerable amount of local labour would be available for seasonal farm work when it got underway. As a result of advice to farmers who needed help to contact their local National Employment Office, more local workers were placed as regular farm help than in previous years.

Some immigrant farm workers were again available. The Department of Citizenship and Immigration reported that 82 single and 18 family units were placed on farms in 1955. Of the single workers placed, 48 were Portuguese, 26 were Dutch, 6 were German, 1 was French, and 1 was Polish.

Of the families placed, 16 were Dutch, 1 German, and 1 Latvian.

The Portuguese workers were brought in when it was found that only a few single workers with farm experience were available. They proved to be fairly faithful workers, although quite a number moved on to the industrial areas of Central Canada. The Portuguese workers' difficulty in learning English was a serious handicap both to them and their employers.

Seven German farm workers for Nova Scotia were obtained through the Department of Labour at a time when very few were arriving in Canada. Five of these are still on farms in the province.

As has been stated in previous years at this conference, Nova Scotia is mainly interested in immigrants as potential future farm owners. Each year the number is increasing of those who want to purchase farms of their own. During the past year, 27 new loans totalling \$122,101 have been granted to immigrants by the Nova Scotia Land Settlement Board. Additional loans to already settled immigrants amounted to \$22,547. This makes a total of \$144,648 loaned to 46 immigrants to assist them in becoming established as citizens of this country.

The apple crop in the Annapolis Valley gave promise of being a heavy one quite early in the season. At a meeting of the Nova Scotia Farm Labour Committee on July 27 it was estimated that from 750 to 850 men would be required as pickers to harvest the crop. However, only 158 transportation warrants were issued by National Employment Service offices and farm help officers. This comparatively small number of men actually required resulted from the uncertainty of marketing all the crop even though it was harvested.

Quebec—Abundant crops were grown in Quebec during 1955. While no food was lost due to the shortage of labour, there were many delays in preparing produce for the market. However, the demand was met without the need for more than two German immigrants.

Assistance was provided in recruiting and assuming transportation charges for a large part of the workers engaged in the sugar beet fields but fewer workers were required this year because more growers are using mechanical implements and because skilled workers are now covering, in contrast to the past, larger areas of land. Workers hired for thinning numbered 234, compared with 462 in 1954, and for pulling, only 42, as against 166 in 1954. Had the labour demand been heavier, it would have been possible to recruit a much larger number of men for sugar beet cultivation.

Again in 1955 the policy of assisting Ontario fruit growers was maintained. All applications were filled.

Harvesters dispatched to the Prairie Provinces by the NES numbered 231, as against 118 last year.

In exchange for 43 tobacco curers recruited in the states of Virginia and Carolina, assistance was given in recruiting 160 workers for the apple and potato growers in northern New York state.

Immigrants placed for the past four or five years in the northwest clay belt of the province have converted 65 acres of land, covered with bush and trees from 20 to 25 feet high, into deeply ploughed land.

The Farm Labour Supply Bureau has maintained a local office in the city of Quebec and another one in Montreal for 13 years. Farmers desiring to obtain permanent help apply at these offices. During the 12 months ending November 30, 1955, a total of 1,508 placements was made, this figure being slightly above the previous year's.

In 1954 the supplying of farm labour began on June 5 and the last workers were delivered to growers November 17. During that period, 3,238 man-working days were made available, compared with 4,691 for the same period in 1955. In 1955 the day-to-day farm labour centre began supplying workers two months earlier, on April 1, and the last delivery of workers several days later than in 1954, on November 24. It procured 5,527 man-working days supplied by 924 different workers (including nine women) to 213 growers.

It should be noted that only 28 per cent of the labour was supplied by immigrants in 1955, as against two-thirds of the labour engaged in 1954. Many immigrants engaged to help gardeners in 1954 took work in construction in 1955 and the increase of wages to 60 cents per hour has contributed to draw an increased number of Canadians to farm employment. In 1954 wages were \$5 for a nine-hour working day, sometimes 10 hours.

Ontario—The 1955 season presented more than the average number of problems. Production increased, competition for workers from industry and construction was more severe, and the flow of immigrant farm workers dwindled to a trickle. Alleviating factors were the late pickup in employment, the early spring and, until autumn, the ideal weather which permitted men and machines to work effectively week after week.

Industrial employment, which reached an all-time high in late summer, did not constitute stiff competition early in the season, which was a contributing factor to an

increase of about 40 per cent in farm placements through National Employment Service offices. In 1955 there were 30,122 placements compared with 21,594 in 1954.

The number of immigrants available for long-term help in 1955 numbered 187, compared with 416 for 1954. In 1953, 2,280 were placed under the supervision of the Farm Labour Committee. The demand for long-term farm help was consistent throughout the season.

In other long-term placements, more than 400 single Portuguese immigrants were placed on Ontario farms in 1955.

When it became evident few immigrants could be expected for spring work, and applications from farmers were building up, the Committee decided on two courses of action. First, as there was considerable unemployment at the time, a program was developed to publicize in towns and cities that farm jobs were available. The second procedure was the advancement of the movement from the Maritime Provinces. Before 1954 these workers were brought in at the commencement of haying. Owing to conditions prevailing in 1954, the date was moved up to mid-May. As this experiment proved satisfactory, this year the first men from the Maritimes arrived in Ontario on April 23.

There was also a desire to move workers from the West earlier, as haying and harvest began some 10 days earlier than average, but it was thought unwise to attempt recruiting in the West until the end of seeding. As a result, the earliest Prairie workers arrived on July 18. Unfortunately, numbers from both East and West decreased, as many more could have been placed.

Sugar companies, anticipating an increased acreage, appealed to the Committee for immigrants to be placed in camps for the field working of beets. As it would have been impossible to assign many immigrants for this work, it is fortunate the application was withdrawn. The increase in acreage did not materialize, the season was very early, with much planting done in April. Later weather was so favourable for thinning and weeding that the work was done by the local labour force.

For the first time in many years there was a shortage of tobacco workers. This resulted in farmers asking for border crossing permits for primers. There was also a request for a publicity and recruiting program. The Committee feared publicity might result in a movement of unemployed workers, many of whom would not be acceptable. A plan was developed through National Employment Service offices for the enlistment of workers deemed suitable.

This, with more effective canvassing of local people, produced sufficient workers to complete the harvest.

The day-by-day placement service to fruit and vegetable growers made 1,212 placements with 19,542 days worked in 1955. In 1954 there were 1,089 placements and 13,189 days worked.

The program was continued to bring the protection offered by Workmen's Compensation to the attention of farmers. Mention was made of this at meetings and in exhibits, and a wide distribution of a circular was continued and a reprint issued. The steady increase in the number of farmers subscribing has continued and the total using this type of insurance is now approximately 2,000.

The Compensation Board's experience with farm coverage provides confirming evidence that farming is a hazardous occupation. A deficit in the agricultural section last year caused an increase in rates from 75 cents to \$1.50 per 100 of payroll; the minimum payment figure was raised from \$5 to \$10.

Manitoba—The lesser utilization of farm labour in spring and summer operations suggested that the economic welfare of employing farmers has an important influence on the volume of help engaged.

The poor crop of 1954 and the inability of growers to market their grain led to a greater exchange of labour between neighbours and a corresponding drop in the numbers of workers employed. This tendency, together with wider use of mechanical equipment, enabled Manitoba farmers to seed and harvest their crop with a reduced labour force.

Difficulties that were anticipated in meeting the requirements of sugar beet growers did not materialize. Help was obtained from Indian reserves and from districts affected by flooding.

Continued fine weather with high temperatures in July and early August brought harvest in rapidly, and first orders for harvest help were received on August 2 and continued to arrive in fair volume throughout the month.

Adequate supplies of local labour were available throughout the season and the services of men brought in under the special tariff from Eastern Canada were not needed badly in Manitoba.

Recruiting of workers for Ontario haying and early harvest was disappointing: only 55 were sent. It should be mentioned, however, that accounts of crops drying up in excessive heat, given wide publicity in the West, had some effect.

There was no demand from North Dakota for potato pickers, as many growers there

have turned to other crops. Some demand for pulp cutters developed in the beginning of October, and some farmers and workers from flooded areas were placed with woods operators.

Immigration was sharply down from 1954 and, while there were enquiries for single workers and married couples, demand was not as active as in other years. Ninety-seven agricultural units were placed on farms in the province during the season.

Saskatchewan—With the exception of flooded farms in various communities throughout the eastern portion of the province, Saskatchewan experienced one of the most satisfactory crop production years in her history.

At a meeting of the Federal-Provincial Farm Labour Committee for Saskatchewan held in March, it was revealed that the demand for farm labour was low in comparison with 1954. This was attributed to some extent to the poor financial condition of farmers which resulted from the poor crop of 1954. Also, farmers do not now experience the peak period of labour need during seeding time, as was the case 10 or 15 years ago, because of the degree of farm mechanization under modern farming conditions.

It was reported that, of 49 German workers placed on farms in Saskatchewan under the Assisted Passage Plan in 1954, 36 were still on farms. The Committee confirmed an order for the placement of 30 German farm immigrants on Saskatchewan farms under the Assisted Passage Plan during 1955.

A movement of 126 berry pickers to British Columbia took place during 1955. There was little evidence of any movement of beet workers either to Alberta or Montana this year. There were 107 haying and harvest workers dispatched to Ontario this year, compared with 112 in 1954.

The placement of local harvesters through National Employment Service offices began during the first week in August and by October 15 a total of 2,519 harvesters had been placed from all NES offices.

As in past years, a comparatively large number of harvesters provided their own transportation or came at their own expense to participate in Saskatchewan harvesting operations.

The Farm Labour Division of the Agricultural Representative Branch at Regina maintained close contact with farm placement officers at the local NES offices. Information pertaining to the immediate and future needs of the various zones was collected at the Division. This facilitated ordering and dispatching of workers from

the NES regional office at Winnipeg and from areas where they were available to areas in need of workers.

It was felt that too many unqualified workers were dispatched from Eastern Canada during the first two weeks of the excursion. Out of a total of 621, approximately 116, or 20 per cent, were unsatisfactory for one reason or another.

A worker should not be recruited for harvesting in Western Canada unless he fulfils the following requirements. He must: have his driver's licence with him, be able to speak English, be willing to work on farms, be able to drive a truck, be able to drive a tractor, have had previous farm experience with farm machinery and mechanized equipment, be willing to be placed in work as an individual and not in a group, be over 16 years old and under 50 and be physically fit; and he should not be destitute on arrival.

There were no placements of German farm immigrants on Saskatchewan farms under the Assisted Passage Plan in 1955. The placement of immigrants on farms was, therefore, confined to those sponsored by church and nationality organizations and the two railway colonization departments.

Alberta—The continuing mechanization of agriculture has resulted in a reduced demand for farm labour. The general financial situation of farmers in Alberta has, however, been such as to reduce also the purchases of farm machinery. General conditions in the farm labour field have shown no change from 1954.

It seems to be increasingly difficult to recruit appreciable numbers of Ontario farm workers. Construction and industrial opportunities offer wage scales with which those offered by Ontario farmers for this movement cannot hope to compete.

The demand for prairie farm workers began in 1955 by the middle of August, which was at least ten days earlier than average and probably the earliest on record. The movement continued without undue difficulty and finished also much earlier than usual.

Wages were approximately the same as last year: \$7.50 to \$9 per day plus board and room, and upward to \$1 or more per hour for experienced combine operators.

It was not necessary to resort to radio or press appeals for Alberta harvesters. Sufficient of these workers, supplemented by the prairie farm workers, were found to satisfactorily complete the harvest.

So few berry pickers are now being sent forward that it would seem doubtful that their contribution to the fruit harvest in British Columbia could be appreciable.

A reduced number of immigrant workers for sugar beets was recorded. There is no doubt that growers, notwithstanding their complaints in some previous years regarding the acceptability of these workers, have now reached the point where they would be very pleased to see more immigrants coming forward. The mechanization of sugar beet work is proceeding; however, it is almost as much an embarrassment as an advantage, since it has the general effect of reducing the earning power of hand labourers but not completely replacing them. It is estimated that 44 per cent of the 1955 crop was harvested mechanically.

The movement of Indians to the beet fields was repeated again this year with a somewhat greater measure of success. Several of them returned for the second year and consequently with a better understanding and more experience of the duties required of them.

British Columbia—Keen demand for labour in industrial expansion made it extremely difficult to obtain casual farm labour, largely because of the difference in wage rates. This situation caused one emergency after another in the farm labour program.

In the Fraser Valley during the strawberry picking season, wet weather ruined much of the crop and provided low returns for the pickers, causing dissatisfaction among those recruited from the Prairie Provinces.

During the apple picking season in the Okanagan, the crop matured three weeks later than usual. Although approximately 300 extra pickers were transported from Vancouver and New Westminster to the Okanagan, sufficient labour could not be obtained and some crop loss was experienced.

Close relations existed between the provincial authorities and the National Employment Service throughout the season. Eleven temporary federal-provincial farm labour officers were engaged at various periods and locations between May and November, while nine National Employment Service offices carried out full farm labour activity.

The National Employment Service in 1955 assumed the responsibility for all placements throughout the region, working in conjunction with provincial officials.

A heavy demand for all types of agricultural workers was noted throughout this period and agricultural placements totalled 11,794.

Conference Speakers

Walter E. Duffett, Director, Economics and Research Branch, Department of Labour, outlined to the delegates the general economic and employment outlook for 1956.

Laval Fortier, Deputy Minister of Citizenship and Immigration, addressed the conference on the immigration program. Mr. Fortier said two of the main reasons for the decrease in the number of immigrants were: (1) pessimistic views spread abroad on Canadian unemployment and (2) the better economy of Europe.

Farm Labour Agreements

It was generally agreed by the provincial delegates to the conference that there was a need for continuation in 1956 of the Federal-Provincial Farm Labour Agreements which have been in operation since 1943.

Those Attending

Three provincial Deputy Ministers of Agriculture attended the conference. They were: S. C. Wright, Prince Edward Island; E. M. Taylor, New Brunswick; and R. M. Putnam, Alberta. Ontario's Assistant Deputy Minister of Agriculture, J. A. Carroll, was also in attendance. Other

provincial officials present were: S. E. Lewis, Director of Farm Labour, Nova Scotia; H. F. Stairs, Director of Field Husbandry, New Brunswick; A. J. Rioux, Director, Farm Labour Supply Bureau, Quebec; H. R. Richardson, Director, Farm Help Service, Manitoba; L. J. Hutchison, Director, Farm Labour Division, Saskatchewan; and F. H. Newcombe, Director of Agricultural Extension Service, Alberta.

Led by W. K. Rutherford, Director of Administrative Services, Unemployment Insurance Commission, the National Employment Service's delegation to the conference included six employment advisers, five of whom represented regional offices. They were: M. C. Crosbie, Ottawa; C. M. Belyea, Atlantic region; G. J. Primeau, Quebec region; D. Davison, Ontario region; F. C. Hitchcock, Prairie region; and B. G. White, Pacific region.

Officials of other organizations who attended were: V. C. Phelan, Director, Canada Branch, International Labour Organization; F. B. Kirkwood, Canadian National Railways; E. L. Charles, Department of Immigration, Australia; A. S. Tuinman and J. H. Athmer of the Royal Netherlands Embassy, Ottawa; and K. E. Cardinal, German Embassy, Ottawa.

Fatal Industrial Accidents in Canada during the Third Quarter of 1955

Fatalities* increased by 56 over the previous three-month period. Of 390 accidental deaths in the quarter, 86 occurred in construction, 56 in manufacturing, 53 in transportation, 51 in mining and 48 in logging

There were 390¹ industrial fatalities in Canada in the third quarter of 1955, according to the latest reports received by the Department of Labour. This is an increase of 56 fatalities from the previous quarter, in which 334 were recorded, including 12 in a supplementary list.

During the third quarter, there were five accidents that resulted in the deaths of three or more persons in each case. On

July 23, three tugboatmen were drowned when the Canadian tug *Helena* capsized and sank in the Calumet River in Chicago, Ill. A plane crash in British Columbia on August 5 resulted in the deaths of the pilot, co-pilot and three men travelling in connection with their work. At the time of the accident they were on a flight between Kemano and Kitimat, B.C. Four men, all employees of a large oil company, were killed August 13, at Sturgeon Lake, Man., when the plane in which they were travelling developed engine trouble and crashed. In an accident at Montreal, Que., three construction workers lost their lives on August 30 when a cement marquee fell from the third storey and struck the three

*See Tables H-1 and H-2 at back of book.

¹The number of industrial fatalities that occurred during the third quarter of 1955 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

men working two floors below. On September 3, three loggers were burned to death when a forest fire swept through their camp in the Sandilands Forest Reserve in Manitoba.

Grouped by industries, the largest number of fatalities, 86, was recorded in the construction industry. This includes 39 in buildings and structures, 26 in highway and bridge construction and 21 in miscellaneous construction. In the third quarter last year 87 fatalities were recorded in this industry, including 39 in highway and bridge construction, 27 in buildings and structures and 21 in miscellaneous construction.

In manufacturing, accidents were responsible for 56 deaths. Of these, 14 were in wood products and eight in each of the iron and steel, transportation equipment and the non-metallic mineral products groups. During the same period of 1955, 51 deaths were reported: 14 in iron and steel and eight in each of the wood products and non-metallic mineral products groups.

During the quarter under review accidents in the transportation industry resulted in the deaths of 53 people. These include 19 in local and highway transportation, 14 in steam railways and nine in water transportation. In the same period last year 50 fatalities were listed, including, 20 in steam railways, 13 in water transportation and nine in local and highway transportation.

Accidents in mining caused 51 deaths, 25 occurring in metalliferous mining, 14 in non-metallic mining and 12 in coal mining. During the third quarter of 1954, 54 fatalities were recorded in this industry. These included 31 in metalliferous mining, 13 in coal mining and 10 in non-metallic mineral mining.

In the logging industry 48 workers died as a result of accidents, an increase of six from the 42 reported in the previous three months. During July, August and September last year 40 employees lost their lives in the logging industry.

There were 36 accidental deaths in agriculture, an increase of four from the 32 reported in the preceding three months. During the third quarter of 1954, accidents in agriculture resulted in 39 deaths.

An analysis of the causes of these 390 fatalities shows that 118 (30 per cent) of the victims had been "struck by tools or machinery, moving vehicles or other objects". Within this group 74 were in the category "other objects", 27 involved "moving vehicles" and 17 died as a result of accidents involving "tools, machinery, etc." "Collisions, derailments, wrecks, etc." were responsible for 90 (23 per cent) of the deaths during the period. These included 41 fatalities involving automobiles and trucks, 17 as a result of aircraft accidents and 16 involving tractors or load-mobiles. In the classification "falls and slips" 63 fatalities were reported. Of these, 61 were caused by falls to different levels.

By province of occurrence the largest number of fatalities was in Ontario, where there were 118. In Quebec there were 83 and in British Columbia 81.

During the quarter under review, there were 118 fatalities in July, 142 in August and 130 in September.

Of every 1,000 persons employed in industry in Canada in 1954, 225 were women, the highest proportion since 1946, when the figure was 234 per 1,000, the Dominion Bureau of Statistics reports. At the wartime peak of employment for women—October 1, 1944—they filled 271 of every 1,000 positions in industry.

50 Years Ago This Month

Most industries experience high degree of prosperity, and employment higher than in any previous year, according to review of industrial and labour conditions during 1905 published in January 1906 issue

Industry as a whole was more prosperous and employment was higher than in any previous year—during 1905. A review of industrial and labour conditions covering that year was published in the January 1906 issue of the *LABOUR GAZETTE*.

Farm yields were higher than ever before, largely owing to favourable weather in the West, where the progress of settlement was more rapid than in any preceding year. The acreage under crop on the Prairies showed a large increase over 1904. Dairy farmers experienced the best year in the history of the industry, with high prices for their produce prevailing. Returns from the fruit crop were poorer than in 1904, however.

The 1905 season was a poor one for Atlantic fishermen, partly owing to bad weather in January, February and March, which reduced the catch and caused damage to gear. On the Great Lakes the catch was only fair, but British Columbia fishermen had an exceptionally good season. As a result of an increase in the run and an unusually long season, the earnings of salmon fishermen were double those of the preceding year.

Sawmills in Ontario and Quebec had a very good season, and the improved demand for lumber during the year led to plans being made to increase the cut considerably in the next season. At the close of 1905 the mining industry was stated to be "on the whole, in a more prosperous condition and with a more favourable outlook than at any previous time".

In Ontario, the most important event of the year was the discovery of exceptionally rich silver and cobalt deposits along the line of the Lake Temiscamingue and Northern Ontario Railway, where many persons were engaged in prospecting and development.

Rich strikes of oil were reported in northern New Brunswick, southwestern Ontario and in Alberta. The gold output of the Yukon, more than \$7,000,000, was less than in 1904.

Almost all branches of manufacturing had "an exceptionally busy year". Iron and steel mills at Sault Ste. Marie, Ont., and Sydney, N.S., were working at full

capacity and were adding to their plant. Many new factories were erected, especially in Montreal, Toronto, Hamilton and Winnipeg, and good progress was made in power development at Niagara Falls.

During the last three months of 1905 a number of facts were brought to light about the existence of illegal trade combines, in which manufacturers, dealers and employees were involved. The most important disclosures were those made in connection with a combine in the manufacture and sale of plumbers' supplies and in the plumbing trade. Three associations were found to be concerned, namely: the Master Plumbers, Gas and Steamfitters Co-operative Association of Toronto; Local No. 46 of the International Association of Journeymen Plumbers, Gas and Steamfitters and Steamfitters Helpers; and an association of the allied plumbers' supply houses, operating under the name of the Central Supply Association.

It was proved that the several supply houses, associated together under the name of Central Supply Association, had agreed to furnish supplies exclusively to members of the Master Plumbers' Association, who in turn agreed to buy only from those supply houses. Later, owing to conflict with the Customs Act, this arrangement was changed to a system of rebates to members of the Master Plumbers' Association. The agreement between the plumbers' union and the Master Plumbers was that the Master Plumbers would employ only members of the union, and that members of the union would work only for members of the Master Plumbers' Association.

It was also proved that the Master Plumbers' Association had a system of dividing contracts between themselves by agreement, of tendering at agreed prices, and of submitting sham tenders.

This combine was first brought out into the open when an employing plumber of Toronto instituted a criminal prosecution against a Toronto manufacturer of plumbers' supplies who had refused to sell him supplies on the ground that he was not a member of the Master Plumbers' Association.

International Labour Organization

130th Session of Governing Body

Discrimination in the field of employment and occupation will be one of the subjects on the agenda of the 40th (1957) Session of the International Labour Conference, to open in Geneva on June 5, 1957. The agenda for this conference was approved at the 130th Session of the ILO Governing Body held in Geneva November 9 to 19, 1955, under the chairmanship of A. H. Brown, Canadian Deputy Minister of Labour.

More than twenty items were discussed at the Governing Body's session, including: discrimination in regard to employment and occupation; action to be taken on resolutions adopted at the 38th Session of the ILO; the extent of the freedom of employers' and workers' organizations; occupational safety and health; technical assistance to underdeveloped countries;

man-power and employment; and the reports of a number of committees dealing with other subjects.

The complete agenda for the 1957 International Labour Conference will be:—

1. Report of the Director-General,
2. Financial and Budgetary Questions,
3. Information and Reports on the Application of Conventions and Recommendations,
4. Forced Labour (second discussion),
5. Weekly Rest in Commerce and Offices (second discussion),
6. Living and Working Conditions of Indigenous Populations in Independent Countries (second discussion),
7. Discrimination in the Field of Employment and Occupation, and
8. Conditions of Employment of Plantation Workers.

Less Job Discrimination in World, ILO Finds

Highlights of the report on discrimination in the field of employment and occupation ordered by the International Labour Organization's Governing Body and submitted at its November meeting (see above) were as follows:—

In recent years there has been in many parts of the world a tendency toward fuller implementation of the non-discrimination clauses in the ILO's 1944 *Declaration of Philadelphia*, which states that "all human beings, irrespective of race, creed or sex have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity."

The achievement and maintenance of full employment is probably the greatest single contribution which can be made towards employment equality.

Discrimination rarely results these days from legislation but is for the most part rooted in long-established custom "which is sometimes reflected, consolidated and perpetuated by official action or administrative practice".

Religion and social origin today seem to play a less considerable part in employment discrimination than formerly. Race and colour account for most cases of different treatment. Sex and national

origin are also foci of employment discrimination. Little evidence has been found of discrimination on grounds of language, property, birth or other status.

Membership in a trade union in certain circumstances may facilitate or hinder access to employment.


It is becoming increasingly evident that the difficulties which older unemployed persons of, say, 45 to 65 years of age face in obtaining employment "are due to some extent to factors unconnected with their working capacity".

There is no doubt that the present trend in law and practice is to eliminate differences between labour legislation for indigenous and non-indigenous workers in underdeveloped countries and territories where wage-earning employment was largely introduced by foreign capital.

Unequal opportunity for vocational or technical training appear in the majority of cases to be much less the result of discrimination than of other factors, such as the high cost of such education. However, there is a "residue of obstacles" which affect some groups more severely than others.

There is a possibility that selection of apprentices may be less objective than for entry to vocational training schools.

(Continued on page 77)



TEAMWORK in INDUSTRY

The employee-management committee at the John Wood Company in Winnipeg emphasizes ideas to help improve plant operations. Improvement in production, general plant operations and services, safety and labour-management relations are the principal concerns of this committee.

Contributing greatly to the success of the committee has been the particular attention paid to holding regular meetings, the use of notice board communications, and the application of suggestions submitted.

Employees of the firm are members of Local 4066, United Steelworkers of America (CIO-CCL).

Recently four employees of the company received a total of \$500 for suggestions submitted through the committee.

The largest award, amounting to \$365, went to Otto Schmidt, a sheet metal worker. Mr. Schmidt's suggestion was instrumental in speeding up and simplifying the layout and assembly operations involved in the manufacture of various types of storage tanks.

Other suggestions which were acceptable included: the use of new types of dies to combine operations in the press department; ideas to improve interdepartmental communications for handling materials and products; better measures for improving the safety factor in the assembly of large storage tanks; and new types of jigs and fixtures for use in fabricating storage tanks.

The awards were presented to the award winners by V. A. Kirby, Vice-president and Manager of the Winnipeg plant.

* * *

A useful procedure for the guidance of labour-management committee chairmen is practised by the committee of a Western Canada company where the chairmanship is rotated regularly.

Under the heading, Order of Business, the committee has prepared a standard routine for conducting business of the meeting, and attaches a copy of the plan to the minutes distributed to the staff. In this way each new chairman always has before him a guide to govern activities.

The "Order of Business" reads as follows:—

Chairman calls meeting to order; introduction of guests; reading of minutes of

last meeting; discussion of minutes; adoption; secretary reads correspondence; discussion; filing of letters; unfinished business; new business; management's report; election of chairman for next meeting; visitors' remarks; secretary announces place and date of next meeting and names the chairman; adjournment of meeting.

* * *

A routine designed to help keep employees safety-conscious and illustrate to them the cost involved if someone gets injured is followed by a labour-management committee operating in Calgary, Alta.

Attached to the monthly minutes of committee meetings, which are distributed to all employees, are statements on accidents in all departments. The statement is presented in two parts, as follows:—

(1) The number of lost time accidents that have occurred in each department from the beginning of the year up to the time the latest minutes are issued, along with a table showing frequency rate, and a table listing the record for the same period in the previous year.

(2) A table showing the name or names of persons injured during the month preceding the issue of the current minutes, and what the Workmen's Compensation Board charges for the individuals were.

* * *

More frequently than not, when a plant tour is made it is the production end that comes in for inspection. It is inspected from portal to portal by a chosen group of visitors, or is perhaps opened on a particular day to the general public.

Recently the idea of inspections was given a different twist when the plant staff of a Vancouver firm, where a successful labour-management committee operates, was taken on a tour of the company's offices.

The production staff enjoyed the opportunity afforded them to look through the offices and learn a few things about this end of keeping a large company operating efficiently.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during November. The Board issued 18 certificates designating bargaining agents and rejected two applications for certification. During the month, the Board received 14 applications for certification, one request for review of decision, and allowed the withdrawal of one application for certification.

Applications for Certification Granted

1. Sept-Iles Railway Employees Association, on behalf of a unit of warehouse and stores employees of the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (L.G., Oct., p. 1157).

2. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 880, on behalf of a unit of employees of Wyandotte Chemicals Corporation, Wyandotte, Mich., employed on Fighting Island, Ont. (L.G., Oct., p. 1157).

3. Froomfield Marine Association, on behalf of a unit of unlicensed personnel employed by Canadian Oil Companies Limited, Toronto, aboard the SS *John Irwin* (L.G., Oct., p. 1157).

4. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Sea Traders Limited, Halifax, aboard the MV *Arctic Prowler* (L.G., Nov., p. 1285).

5. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard vessels operated by the Davie Transportation Limited, Montreal (L.G., Nov., p. 1285).

6. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Guy Tombs Marine Services Limited, Montreal, aboard the MV *Ethel Tombs* (L.G., Nov., p. 1285).

7. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard vessels operated by Quebec Paper Sales and Transportation Company Limited, Donnacona, Que. (L.G., Nov., p. 1285).

8. United Steelworkers of America, on behalf of a unit of employees employed by Clarke Steamship Company Limited in the loading and unloading of vessels at Sept-Iles, Que. (L.G., Nov., p. 1286).

9. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine engineers, including chief engineers, employed aboard vessels operated by Davie Transportation Limited, Montreal (L.G., Dec., p. 1384).

10. International Brotherhood of Electrical Workers, Local 244, on behalf of a unit of employees of Northern Construction Company and J. W. Stewart Limited, employed on Project No. 572 in the Yukon Territory and Northwest Territories (L.G., Dec., p. 1384).

11. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine engineers, including the chief engineer, employed by Guy Tombs Marine Services Limited, Montreal, aboard the MV *Ethel Tombs* (L.G., Dec., p. 1384).

12. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine engineers, including chief engineers, employed aboard vessels operated by Quebec Paper Sales and Transportation Company Limited, Donnacona, Que. (L.G., Dec., p. 1384).

13. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, on behalf of a unit of employees of Atlantic Broadcasters Limited, employed at Radio Station CJFX, Antigonish, N.S. (L.G., Dec., p. 1384).

14. Building Material, Construction and Fuel Truck Drivers' Union, Local 213, on behalf of a unit of warehousemen and checkers employed by The British Yukon Railway Company, Whitehorse, Y.T. (L.G., Dec., p. 1384).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

15. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine engineers below the rank of chief engineer employed aboard vessels operated by Transit Tankers and Terminals Limited (L.G., Dec., p. 1384).

16. Building Service Employees' International Union, Local 298, on behalf of a unit of building service employees employed by the Canadian Broadcasting Corporation at Montreal (L.G., Dec., p. 1384).

17. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local No. 514, on behalf of a unit of truck drivers and warehousemen employed by Northern Construction Company and J. W. Stewart Limited on Project No. 572 in the Yukon Territory and Northwest Territories (L.G., Dec., p. 1384).

18. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine engineers, below the rank of chief engineer, employed aboard vessels operated by Beaconsfield Steamships Limited, Montreal (L.G., Dec., p. 1385).

Applications for Certification Rejected

1. United Steelworkers of America, applicant, and Iron Ore Company of Canada, Sept-Iles, Que., respondent. The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board (L.G., Dec., p. 1384).

2. United Steelworkers of America, applicant, and Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., respondent. The application was rejected for the reason, that it was not supported

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

by a majority of the employees affected in a representation vote conducted by the Board (L.G., Dec., p. 1384).

Applications for Certification Received

1. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of ticket office employees of the Canadian Railway Company (B.C. Coast Steamship Service) (Investigating Officer: G. R. Currie).

2. Brotherhood of Railroad Signalmen of America, on behalf of a unit of signals and communications employees of the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (Investigating Officer: Remi Duquette).

3. International Union of Operating Engineers, Local No. 796, on behalf of a unit of employees of the Toronto Terminals Railway Company, Toronto, employed in its Central Heating Plant and Union Station Engine Room (Investigating Officer: F. J. Ainsborough).

4. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees employed by Holden Sand and Gravel Limited, Toronto, aboard the SS *Niagara* (Investigating Officer: F. J. Ainsborough).

5. International Union of Operating Engineers, Locals 115 and 955, on behalf of a unit of employees of Northern Construction Company and J. W. Stewart Limited, employed on Project No. 572 in the Yukon Territory and Northwest Territories (Investigating Officer: D. S. Tysoe).

6. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Radio Saint Boniface Limitée, employed at Radio Station CKSB in St. Boniface, Man. (Investigating Officer: J. S. Gunn).

7. Brotherhood of Painters, Decorators and Paperhangers of America, Local 1016, on behalf of a unit of employees of Northern Construction Company and J. W. Stewart Limited, employed on Project No. 572 in the Yukon Territory and Northwest Territories (Investigating Officer: D. S. Tysoe).

8. General Drivers, Warehousemen and Helpers, Local 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Security Storage Company Ltd. (Highway Division), Winnipeg (Investigating Officer: J. S. Gunn).

9. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit

of marine engineers, excluding chief engineers, employed aboard vessels operated by Quebec and Ontario Transportation Company Limited, Montreal (Investigating Officers: Remi Duquette and C. E. Poirier).

10. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine engineers, excluding chief engineers, employed aboard vessels operated by Mohawk Navigation Company Limited, Montreal (Investigating Officers: Remi Duquette and C. E. Poirier).

11. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine engineers, excluding chief engineers, employed aboard vessels operated by Sincennes-McNaughton Lines Limited, Montreal (Investigating Officers: Remi Duquette and C. E. Poirier).

12. British Columbia Locals 740 and 740A, Alberta Construction Camp, Culinary and Service Employees' Union of the Hotel and Restaurant Employees' and Bartenders' International Union, on behalf of a unit of employees of Northern Construction Company and J. W. Stewart Limited employed on Project No. 572 in the Yukon Territory and Northwest Territories (Investigating Officer: D. S. Tysoe).

13. Canadian National Railway Hotel Employees, Local No. 93 of the Hotel and Restaurant Employees' and Bartenders' International Union, on behalf of a unit of tavern employees of the Macdonald Hotel, Edmonton, Alta. (Investigating Officer: D. S. Tysoe).

14. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, on behalf of a unit of employees of Cape Breton Broadcasters Limited, Sydney, N.S., employed at Radio Stations CJCB and CJCX (Investigating Officer: D. T. Cochrane).

Request for Review of Decision

The Board received a request under Section 61(2) of the Act for a review of its decision in granting certification of January 11, 1951, affecting the Canadian Air Line Flight Attendants' Association and Canadian Pacific Air Lines Limited. The Board was requested to clarify the scope of the certificate issued (L.G. 1951, p. 1529).

Application for Certification Withdrawn

Seafarers' International Union of North America, Canadian District, applicant, and Marine Industries Limited, Sorel, Que., respondent (L.G., Dec., p. 1385).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During November, the Minister appointed conciliation officers to deal with the following disputes:—

1. The Nova Scotian Hotel, Halifax (Canadian National Railways) and Local 662, Hotel and Restaurant Employees' and Bartenders' International Union (Conciliation Officer: D. T. Cochrane).

2. Westward Shipping Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

3. Ottawa Transportation Commission and Division 279 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (Conciliation Officer: Bernard Wilson).

4. Expressway Truck Lines (Canada) Limited, Vancouver, and General Truck Drivers and Helpers Union No. 31 (Conciliation Officer: G. R. Currie).

5. Shipping Federation of Canada, Inc., and Local 273, International Longshoremen's Association, Saint John, N.B. (Conciliation Officer: H. R. Pettigrove).

6. Buntain and Bell Company Limited, Charlottetown, P.E.I., and Local 9568, Labourers' Protective Union (Conciliation Officer: H. R. Pettigrove).

Settlements Reported by Conciliation Officers

1. Canadian National Railways (Regional Accounting Office) and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: J. S. Gunn) (L.G., Dec., p. 1385).

2. Ontario Northland Railway and Brotherhood of Locomotive Firemen and Enginemen (Conciliation Officer: F. J. Ainsborough) (L.G., Dec., 1954, p. 1724).

3. Vancouver Hotel Company Limited (Canadian National Railways and Canadian Pacific Railway Company) and Local 8820, International Union of Operating Engineers; Local 692, International Association of Machinists; Local 213, International Brotherhood of Electrical Workers;

and Local 170, United Association of Plumbers and Steamfitters (Conciliation Officer: D. S. Tysoe) (L.G., Aug., p. 948).

4. Buntain and Bell Company Limited, Charlottetown, P.E.I., and Local 9568, Labourers' Protective Union (Conciliation Officer: H. R. Pettigrove) (See above).

Conciliation Boards Appointed

1. The Board of Conciliation and Investigation established in September to deal with matters in dispute between the Abitibi Power and Paper Company Limited, Toronto, and the Seafarers' International Union of North America, Canadian District (L.G., Nov., 1287) was fully constituted in November with the appointment of Prof. Bora Laskin, Toronto, as Chairman. Prof. Laskin was appointed by the Minister in the absence of a joint recommendation from the other two members, J. E. Sedgwick, Q.C., Toronto, and Louis B. Daniels, Montreal, who were previously appointed on the nomination of the Company and Union respectively.

2. The Board of Conciliation and Investigation established in October to deal with matters in dispute between Oka Sand and Gravel, Inc., Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Dec., p. 1385) was fully constituted in November with the appointment of the Hon. Mr. Justice Paul E. Côté, Montreal, as Chairman. Mr. Justice Côté was appointed by the Minister in the absence of a joint recommendation from the other two members, Paul Emile Lejour and Louis B. Daniels, both of Montreal, who were previously appointed on the nomination of the Company and Union respectively.

Settlement Following Board Procedure

1. Atomic Energy of Canada Limited, Chalk River, Ont., and Local 165, American Federation of Technical Engineers (L.G., Aug., p. 948).

Less Job Discrimination

(Continued from page 72)

The principle of equal remuneration for work of equal value by men and women has been accepted in many countries. However, in other countries and in many forms of activity lower rates of pay for the same occupation are paid to women.

"It would seem desirable for governments, after consultation with employers and workers' organizations, to issue a firm declaration that it is general public policy to promote the principle of fair employment and eliminate existing discriminatory practices".

Collective Agreements

Number of Workers Affected by Collective Agreements in Canada, 1954

1,515,010 Canadian workers, 1.5 per cent fewer than 1953, affected by collective agreements in 1954, first year in which decrease was recorded in nine years that Department has compiled these statistics

The number of workers affected by collective agreements in 1954 was 1,515,010. This is the first year in which a decrease has been shown during the nine years in which the Department of Labour has been compiling statistics on coverage of agreements.*

The figure for 1954 is 1.5 per cent below the 1953 total, although still above the 1952 level. However, the percentage of all non-agricultural paid workers in Canada covered by agreement is practically unchanged at 39.1. The decrease in 1954 resulted from a slightly lower level of employment in sections of the manufacturing and transportation industries.

For each of the past nine years, the total number of workers under agreement and the percentage of the total non-agricultural paid workers in the labour force who were working under the terms of collective agreements is shown in Table I.

Of the main industry groups (see Table II), increases in the number of workers covered occurred in all except manufacturing and transportation. In manufacturing, changes in numbers of workers covered generally reflected changes in employment

This article deals with the industrial distribution of workers under collective agreement in Canada. Further analyses of collective agreement coverage figures will appear in a future issue of the LABOUR GAZETTE.

conditions, e.g., primary iron and steel, aircraft, motor vehicles, shipbuilding and electrical apparatus declined in 1954, while pulp and paper and non-ferrous metal smelting and refining showed increases. In transportation, the notable change both in employment and workers covered by agreement occurred in the steam railway industry, where in both cases the figure was considerably below the 1953 level.

The other main industry groups showed increases in 1954. Logging and mining were well above the 1953 level, the increase in mining occurring in the metal mining division. Increases in other groups are partly accounted for by a number of agreements made for the first time in radio

TABLE I.—NUMBERS OF WORKERS UNDER AGREEMENT, 1946 TO 1954

Year	Number of workers under agreement	Percentage of total non-agricultural paid workers*
1946.....	995,736	31.4
1947.....	1,120,310	34.6
1948.....	1,214,542	36.4
1949.....	1,225,569	35.7
1950.....	1,282,005	36.2
1951.....	1,415,250	38.2
1952.....	1,504,624	39.0
1953.....	1,538,323	39.3
1954.....	1,515,010	39.1

*The Department of Labour maintains a file of collective agreements obtained, together with information on the number of workers affected, from employers, employers' associations and from unions. In the great majority of cases the number of workers is that reported by employers in the annual survey of wage rates and hours of labour. In seasonal industries, such as logging, fishing and construction, the figures shown are for the most part indicative of the peak employment level in the year.

The numbers of workers covered by agreements extended under the terms of the Collective Agreement Act of the Province of Quebec are derived from information issued by the provincial government. Under this Act, certain of the provisions of agreements made between employers and a union or unions under certain conditions may be extended by provincial order in council to apply to all employers and workers in the industry in the zone affected or in the whole province. More than a quarter of the workers covered by Orders in Council under this Act were also covered by separate agreements with their employers. The latter workers are counted only once in the total figures used in the industry.

*The number of paid workers was obtained from the Dominion Bureau of Statistics' reference paper, *The Labour Force, November 1945—January, 1955* using the last quarterly figure in each of the years 1946 to 1951. For 1952, the November figure and for 1953 and 1954 the October figures were used.

**TABLE II.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS
IN CANADA, 1946, 1953 and 1954**

Industry group	1946	1953	1954		
	Total	Total	Agree- ments (other than those extended under Collective Agreement Act, Quebec)	Agree- ments extended under Collective Agreement Act, Quebec	Total (a)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
TOTALS	995,736	1,538,323	1,348,714	225,681	1,515,010
Agriculture		34	65		65
Forestry	30,800	58,372	60,431		60,431
Logging.....	30,800	58,372	60,431		60,431
Forestry Service.....					
Fishing and Trapping	7,671	7,800	7,900		7,900
Fishing.....	7,671	7,800	7,900		7,900
Hunting and Trapping.....					
Mining (including, milling)					
Quarrying, Oil Wells	48,975	61,882	64,904	40	64,944
<i>Metal Mining</i>	<i>19,358</i>	<i>32,876</i>	<i>36,788</i>		<i>36,788</i>
<i>Fuels</i>	<i>24,116</i>	<i>19,765</i>	<i>19,201</i>		<i>19,201</i>
Coal mining.....	23,254	19,049	18,567		18,567
Oil and natural gas.....	862	716	634		634
<i>Non-metal Mining</i>	<i>4,333</i>	<i>7,277</i>	<i>7,087</i>		<i>7,127</i>
Asbestos mining.....	3,984	5,368	5,278		5,278
Other non-metal mining.....	399	1,909	1,809	40	1,849
<i>Quarrying, Clay and Sandpits</i>	<i>1,118</i>	<i>1,964</i>	<i>1,828</i>	(b)	<i>1,828</i>
Manufacturing	492,536	713,766	628,578	92,615	678,924
<i>Foods and Beverages</i>	<i>56,326</i>	<i>68,894</i>	<i>66,643</i>	<i>154</i>	<i>66,797</i>
Meat products.....	17,015	16,192	17,198		17,198
Dairy products.....	798	1,905	2,267		2,267
Canned and cured fish.....	4,762	6,526	7,399		7,399
Canned and preserved fruits and vegetables.....	6,790	8,245	4,531		4,531
Flour mills.....	2,231	3,192	3,225		3,225
Other grain mill products.....	1,659	1,771	2,225		2,225
Biscuits and crackers.....	821	3,365	3,917		3,917
Bread and other bakery products.....	8,977	7,921	6,657	154	6,811
Carbonated beverages.....	46	762	641		641
Distilled liquors.....		3,684	3,804		3,804
Malt liquors.....	9,082	7,024	6,827		6,827
Wines.....		146	158		158
Confectionery.....	412	3,506	2,873		2,873
Sugar.....	2,286	2,571	2,731		2,731
Miscellaneous foods.....	1,447	2,084	2,190		2,190
<i>Tobacco and Tobacco Products</i>	<i>6,174</i>	<i>5,908</i>	<i>5,886</i>		<i>5,886</i>
<i>Rubber Products</i>	<i>16,638</i>	<i>15,369</i>	<i>13,796</i>		<i>13,796</i>
Rubber footwear.....		4,826	4,042		4,042
Tires, tubes, and other rubber products.....		10,543	9,754		9,754
<i>Leather Products</i>	<i>21,357</i>	<i>20,969</i>	<i>12,028</i>	<i>15,008</i>	<i>21,227</i>
Boots and shoes.....	14,175	14,401	7,078	12,643	15,373
Boot and shoe repair.....		22	22		22
Leather gloves and mittens.....	2,307	1,339	1,284	790	1,284
Leather tanneries.....	3,691	2,927	2,482	391	2,692
Miscellaneous leather products.....	1,184	2,280	1,162	1,184	1,856

**TABLE II.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS
IN CANADA, 1946, 1953 and 1954 (Continued)**

Industry group	1946	1953	1954		
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total (a)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Manufacturing (Cont'd)—					
<i>Textile Products (except clothing)....</i>	<i>31,394</i>	<i>38,843</i>	<i>55,297</i>	<i>1,265</i>	<i>36,141</i>
Cotton thread, yarn and broad woven goods.....	17,400	16,244	14,764		14,764
Miscellaneous cotton goods.....	110	719	421		421
Woolen and worsted woven goods.....	6,709	4,641	4,003		4,003
Woolen and worsted yarn.....		2,243	1,616		1,616
Miscellaneous woollen goods.....		483	412		412
Silk and artificial silk.....	3,344	5,647	6,827		6,827
Other primary textiles.....	(186)	(3,078)	(2,459)		(2,459)
Dyeing and finishing textiles....	186	2,342	1,787		1,787
Laces, tapes and bindings.....		736	672		672
Miscellaneous textile products.....	(3,645)	(5,788)	(4,795)	(1,265)	(5,639)
Canvas products.....	456	132	100		100
Carpets, mats and rugs.....	535	704	633		633
Cordage, rope and twine.....	982	886	898		898
Other textile products.....	1,672	4,066	3,164	1,265	4,008
<i>Clothing (textile and fur).....</i>	<i>50,140</i>	<i>71,328</i>	<i>51,701</i>	<i>42,135</i>	<i>69,712</i>
Men's, Women's and Children's Clothing.....	35,232	(51,884)	(34,482)	(37,085)	(51,166)
Custom tailoring and dress-making.....		199	89		89
Men's clothing.....	5,514	29,640	18,741	20,323	28,670
Women's clothing.....		22,045	15,652	16,762	22,407
Knit goods.....		(9,626)	(9,023)		(9,023)
Hosiery.....		9,611	8,964		8,964
Other Knit goods.....		15	59		59
Miscellaneous Clothing.....	(9,394)	(9,818)	(8,196)	(5,050)	(9,523)
Corsets, girdles and foundation garments.....	200	972	1,309		1,309
Fur goods.....	4,312	5,738	4,486	3,354	5,148
Hats and caps.....	4,882	2,851	2,210	1,696	2,875
Miscellaneous clothing.....		257	191		191
<i>Wood Products.....</i>	<i>32,256</i>	<i>49,689</i>	<i>47,640</i>	<i>5,794</i>	<i>51,846</i>
Saw and planing mills.....	21,770	(36,005)	(35,724)		(35,724)
Plywood and veneer mills.....		5,421	6,403		6,403
Sash and door and planing mills.....		4,737	4,509		4,509
Sawmills.....		25,847	24,812		24,812
Furniture.....	7,569	9,572	6,838	5,794	11,044
Miscellaneous wood products.....	(2,917)	(4,112)	(5,078)		(5,078)
Boxes and baskets (wood).....	830	1,725	2,534		2,534
Mortician's goods.....		122	123		123
Miscellaneous wood products....	2,087	2,265	2,421		2,421
<i>Paper Products.....</i>	<i>46,886</i>	<i>61,391</i>	<i>63,568</i>	<i>3,269</i>	<i>65,303</i>
Paper boxes and bags.....	4,274	8,332	7,171	3,269	8,906
Pulp and paper.....	39,276	48,765	51,556		51,556
Roofing papers.....	1,253	1,660	1,683		1,683
Miscellaneous paper products.....	2,083	2,634	3,158		3,158
<i>Printing, Publishing and Allied Industries.....</i>	<i>18,104</i>	<i>23,658</i>	<i>21,596</i>	<i>6,848</i>	<i>23,921</i>
<i>Iron and Steel Products.....</i>	<i>73,618</i>	<i>112,456</i>	<i>97,945</i>	<i>3,384</i>	<i>100,539</i>
Agricultural implements.....	10,694	9,592	9,186		9,186
Boilers and plate work.....	2,560	5,936	4,208	529	4,725
Fabricated and structural steel...	3,026	6,331	5,790		5,790
Hardware and tools.....	1,360	4,154	3,438		3,438

**TABLE II.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS
IN CANADA, 1946, 1953 and 1954 (Continued)**

Industry group	1946	1953	1954		
	Total	Total	Agree- ments (other than those extended under Collective Agreement Act, Quebec)	Agree- ments extended under Collective Agreement Act, Quebec	Total (a)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Manufacturing (Cont'd)—					
<i>Iron and Steel Products (Concl'd)</i>					
Heating and cooking apparatus...	3,975	6,360	6,191	.....	6,191
Household, office and store machinery.....	3,222	5,100	3,770	.....	3,770
Iron castings.....	7,379	9,804	7,885	.....	7,885
Machine shop products.....	244	719	1,318	.....	1,318
Machine tools.....	1,679	2,650	2,243	.....	2,243
Machinery, n.e.c.....	7,511	12,214	12,193	.....	12,193
Primary iron and steel.....	17,761	25,343	20,653	.....	20,653
Sheet metal products.....	9,357	12,596	10,137	2,203	11,562
Wire and wire products.....	1,737	4,329	3,833	.....	3,833
Miscellaneous iron and steel products.....	3,113	7,328	7,100	652	7,752
<i>Transportation Equipment.....</i>	<i>61,684</i>	<i>110,256</i>	<i>83,577</i>	<i>11,853</i>	<i>93,346</i>
Aircraft and parts.....	7,112	28,253	23,934	.....	23,934
Auto repair and garages.....	(c)9,574	(c)12,812	4,977	(c)11,853	(c)14,746
Bicycles and parts.....	.....	568	266	.....	266
Boat building and repairing.....	911	730	38	.....	38
Motor vehicles.....	17,700	26,339	20,648	.....	20,648
Motor vehicles parts and acces- sories.....	9,090	15,989	12,009	.....	12,009
Railroad and rolling stock equip- ment.....	5,280	7,697	5,992	.....	5,992
Shipbuilding and repairing.....	12,017	17,390	15,278	.....	15,278
Miscellaneous transportation equipment.....	.....	478	435	.....	435
<i>Non-ferrous Metal Products.....</i>	<i>21,537</i>	<i>34,248</i>	<i>34,219</i>	<i>450</i>	<i>34,669</i>
Aluminum products.....	3,590	6,316	5,244	.....	5,244
Brass and copper products.....	3,686	5,043	4,425	.....	4,425
Jewellery and silverware.....	1,201	1,154	1,150	.....	1,150
Non-ferrous metal smelting and refining.....	12,383	19,065	21,353	.....	21,353
Watch and jewellery repair.....	.....	351	.....	450	450
White metal alloys.....	626	1,636	1,476	.....	1,476
Miscellaneous non-ferrous metal products.....	51	683	571	.....	571
<i>Electrical Apparatus and Supplies...</i>	<i>26,238</i>	<i>48,131</i>	<i>43,760</i>	.....	<i>43,760</i>
Batteries.....	786	933	753	.....	753
Heavy electrical machinery and equipment.....	13,605	18,018	15,574	.....	15,574
Radios and radio parts.....	2,681	7,432	8,350	.....	8,350
Refrigerators, vacuum cleaners and appliances.....	760	6,385	4,237	.....	4,327
Miscellaneous electrical products.....	8,406	15,363	14,836	.....	14,836
<i>Non-Metallic Mineral Products.....</i>	<i>11,339</i>	<i>18,206</i>	<i>16,718</i>	<i>1,424</i>	<i>17,651</i>
Abrasive products.....	1,517	2,022	1,700	.....	1,700
Asbestos products.....	708	1,467	1,555	.....	1,555
Cement, hydraulic.....	811	1,881	1,885	.....	1,885
Clay products.....	1,924	2,191	2,237	.....	2,237
Glass and glass products.....	3,353	5,848	5,388	103	5,491
Lime and gypsum products.....	1,373	1,386	1,498	.....	1,498
Stone products.....	615	933	230	(b)1,321	1,060
Concrete products.....	.....	414	520	.....	520
Miscellaneous non-metallic mineral products.....	1,038	2,064	1,705	.....	1,705

**TABLE II.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS
IN CANADA, 1946, 1953 and 1954 (Continued)**

Industry group	1946	1953	1954		
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total (a)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Manufacturing (Conc.)—					
<i>Products of Petroleum and Coal.....</i>	<i>4,963</i>	<i>9,122</i>	<i>8,887</i>		<i>8,887</i>
Coke and gas products.....	213	1,453	1,134		1,134
Petroleum refining and products.....	4,750	7,618	7,671		7,671
Miscellaneous products of petroleum and coal.....		51	82		82
<i>Chemical Products.....</i>	<i>10,659</i>	<i>18,819</i>	<i>19,340</i>	<i>1,031</i>	<i>19,466</i>
Acids, alkalis and salts.....	4,245	4,460	4,309		4,309
Explosives, ammunition and pyrotechnics.....	1,028	1,946	2,036		2,036
Fertilizers.....	427	1,521	1,899		1,899
Medicinal and pharmaceutical preparations.....	1,148	1,326	1,258		1,258
Paints and varnishes.....	2,281	2,358	2,245	1,031	2,371
Soaps, washing and cleaning compounds.....	823	1,622	1,547		1,547
Toilet preparations.....		97	99		99
Vegetable oil mills.....		274	267		267
Primary plastics.....		1,633	1,871		1,871
Miscellaneous chemical and allied products.....	707	3,582	3,809		3,809
<i>Miscellaneous Manufacturing Industries.....</i>	<i>3,223</i>	<i>6,479</i>	<i>5,987</i>		<i>5,987</i>
Brooms, brushes and mops.....	481	252	244		244
Fabricated plastic products.....	298	437	477		477
Musical instruments.....	137	462	439		439
Pens, pencils and typewriter supplies.....	512	597	311		311
Professional and scientific instruments and equipment.....	774	1,637	1,778		1,778
Sporting goods and toys.....		559	584		584
Miscellaneous industries, n.e.c.....	1,021	2,535	2,154		2,154
Construction.....	(d)97,215	(d)192,250	99,768	(d)101,255	(d)196,954
Transportation.....	210,148	263,062	244,041	7,955	245,295
Air Transport and Airports.....	2,590	6,276	7,173		7,173
Bus and Coach Transportation—interurban.....	2,418	3,816	3,453		3,453
Steam Railways (including express and telegraph service).....	143,330	183,596	167,405		167,405
Urban and Suburban Transportation Systems.....	20,149	20,934	20,814		20,814
Taxicab.....	992	1,683	1,576		1,576
Truck Transportation.....	2,563	12,498	12,281	3,425	13,480
Water Transportation.....	21,887	13,895	12,337		12,337
Services incidental to Water Transportation.....	16,154	19,762	18,287	4,530	18,342
Services incidental to Transportation.....		159	247		247
Other Transportation.....	65	443	468		468
Storage.....	1,837	4,765	5,911		5,911
Grain Elevators.....	1,718	3,672	4,782		4,782
Storage and Warehouse.....	119	1,093	1,129		1,129
Communication.....	20,564	42,462	46,589		46,589
Radio Broadcasting.....	70	1,194	3,184		3,184
Telephone.....	20,348	40,862	42,966		42,966
Other Communication Services.....	146	406	439		439

**TABLE II.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS
IN CANADA, 1946, 1953 and 1954 (Concluded)**

Industry group	1946	1953	1954		
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total (a)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Public Utility Operation	15,814	28,328	29,473		29,473
Electric Light and Power.....	13,837	26,096	27,379		27,379
Gas Manufacturing and Distribution.....	1,917	2,168	2,033		2,033
Water and Sanitary Services.....	(e) 5	(e) 5	(e) 5		(c) 5
Other Public Utilities.....	60	59	56		56
Trade	21,684	54,441	53,966	11,936	59,914
Wholesale.....	4,637	19,204	19,862	1,692	19,864
Retail.....	(c)17,047	(c)35,237	34,104	(c)10,244	(c)40,050
Finance, Insurance and Real Estate	(g) 106	(g)1,474	1,566		1,566
Finance.....	(f) 106	(f) 1,006		(f) 1,058	(f) 1,058
Insurance.....		468	508		508
Real Estate.....		1,006	1,058		1,058
Service	48,386	109,687	105,522	11,880	117,044
<i>Community or Public</i>	<i>6,115</i>	<i>33,412</i>	<i>31,767</i>	<i>6,943</i>	<i>38,352</i>
Education.....	196	8,949	11,115		11,115
Health.....	5,919	24,095	20,282	6,943	26,867
Religion.....		15			
Welfare institutions.....		25	25		25
Community or public service, n.e.c.....		328	345		345
Government Service.....	26,067	48,400	49,974		49,974
Dominion Government.....		8	7		7
Municipal or other local government.....	22,367	44,892	46,507		46,507
Provincial Government.....	3,700	3,500	3,460		3,460
Other government service, n.e.c.....					
<i>Recreation Service</i>	<i>280</i>	<i>1,407</i>	<i>1,333</i>		<i>1,333</i>
Theatres and theatrical services..	280	1,106	1,153		1,153
Other recreational services.....		301	180		180
<i>Business Service</i>	<i>60</i>	<i>2,452</i>	<i>2,233</i>		<i>2,233</i>
<i>Personal Service</i>	<i>15,864</i>	<i>24,016</i>	<i>20,215</i>	<i>4,937</i>	<i>25,152</i>
Barbering and hairdressing.....	4,866	4,604	849	4,561	5,410
Dyeing, cleaning, pressing.....	106	824	713		713
Photography.....		15	6		6
Hotels and lodging houses.....	9,739	14,366	13,939	230	14,169
Laundries.....	794	2,251	2,593		2,593
Restaurants, cafes, taverns.....	126	1,389	1,825		1,825
Undertaking.....	233	253	12	146	158
Other personal service.....		314	278		278

(a) These totals are not the sum of the numbers in the two previous columns. Duplications are eliminated.

(b) The agreement, for the building materials industry in the province of Quebec, is included under "Manufacturing" but also covers granite and marble quarrying. Information not available as to the number in each industry.

(c) Agreements affecting workers in garages and service stations, in the province of Quebec, included under "Manufacturing" also affect "Trade" in so far as service stations are concerned. Information not available as to the number in each industry.

(d) Agreements for construction workers extended under the Collective Agreement Act, Quebec, include maintenance work and certain shop work which is not included in the construction industry in the Dominion Bureau of Statistics classification.

(e) Water supply covered under "Service-Municipal".

(f) One agreement for several towns in Quebec included under "Trade" also includes employees of financial institutions.

broadcasting, trade and in the service industry, particularly of service employees of school boards and hospitals.

The proportion of paid workers covered by agreements in the main industry groups is as follows:

TABLE III.—PERCENTAGE OF PAID WORKERS* UNDER AGREEMENT, BY INDUSTRY

	Percentage
Forestry.....	61.9
Mining.....	62.5
Manufacturing.....	55.1
Construction.....	64.8
Transportation, Storage and Communication.....	84.6
Public Utilities.....	46.8
Trade.....	9.3
Finance, Insurance and Real Estate.....	1.1
Service.....	12.4

Collective agreements, except those requiring all employees to be union members, usually cover a certain proportion of non-union members as well as union members in the bargaining unit. The number of workers under agreement, therefore, exceeds the total union membership figure in Canada, which at January 1, 1955, was 1,268,207.

*Based on the Dominion Bureau of Statistics reference paper *The Labour Force, November 1945—January, 1955*, using the October 1954 figure, except for Forestry, for which the average of the peak months of January, November and December was used.

On the other hand, the collective agreement coverage figure includes 104,273 employees who are members of some independent local unions, employees' associations and plant councils which are not included in the Department's survey of labour organization in Canada; such workers account for 6.9 per cent of the total number under agreement. An additional factor to be considered in the comparison of agreement coverage and union membership figures is the fact that some union members may be employed in establishments where no agreement presently exists.

There were 6,960 agreements in effect in 1954 and on file in the Department. This number, however, does not correspond to the number of employers nor of establishments. There are some cases of several agreements with different craft unions in one establishment. More frequently, one agreement between a union and an association or group of employers covers a number of employers.

Most agreements are re-negotiated or renewed each year, others less frequently. Almost all are settled by the parties themselves or with the help of government conciliation services, without any cessation of work due to disputes. Although 6,960 agreements were in force in 1954, only 93 strikes occurred over the re-negotiation of agreements, involving about 51,000 workers.

Disputes arising during the life of agreements are nearly always settled through the grievance procedure provided by them. Only 43 strikes, involving about 8,800 workers, occurred in 1954 during the term of agreements.

Collective Agreement Act, Quebec

Under the Collective Agreement Act, Quebec, Orders in Council during October and November 1955, made binding a number of changes in wage rates, hours, overtime, vacations with pay and statutory holidays.

In the construction industry at Montreal, minimum hourly rates were increased by 10 cents per hour for skilled workers and by 5 cents for unskilled. New rates include \$2.12 per hour for plumbers, \$2.10 for bricklayers, \$1.90 for carpenters and \$1.30 for common labour. Minimum hourly rates for certain classifications, such as elevator construction mechanics, plumbers, etc., governed by special and supplementary provisions to the present agreement, were increased by from 2 to 10 cents

per hour. Weekly hours were unchanged with 40 hours constituting a regular work week for skilled workers and 45 for labourers. In the ornamental iron and bronze industry at Montreal, minimum hourly rates were increased by from 3 to 10 cents per hour in the three zones in most cases; the new rate for mechanics in Zone I is now \$1.60 per hour.

In the construction industry at Hull, minimum rates of Zone I for carpenters were increased by 7 cents per hour to \$1.82 per hour, for lathers by 35 cents to \$1.85 per hour and for plasterers by 5 cents to \$1.95 per hour. The minimum rate for millwrights is unchanged at \$1.75 per hour.

In the printing industry, Montreal region, minimum hourly rates for day work were

increased by from 2 to 6 cents per hour. A scale of minimum rates for night work was included and these are approximately 15 per cent higher than those established for day work. New minimum rates for day work in Zone I are now \$1.90 per hour for journeymen compositors, proof readers and castermen (from 60 cents to 89 cents for caster runners); from \$1.64 to \$2.11 for journeymen pressmen; \$1.59 to \$1.64 for assistant pressmen; \$1.27 to \$1.64 for press feeders, depending in each case on the type of press; \$1.90 per hour for journeymen bookbinders, 96 cents per hour for hand operations considered as women's work, 96 cents and \$1.28 for other operations. Minimum rates for unskilled helpers (male) in all departments are 60 cents for the first six months and 72 cents thereafter. Apprentices' rates were also increased. Lower wage rates are specified for all classes in Zones II and III.

Establishments of Zones II and III engaged in printing weekly newspapers prior to October 1, 1955, were deleted from the industrial jurisdiction of the present agreement.

In the printing industry, Quebec region, minimum hourly rates were increased by 5 cents per hour. Establishments publishing or printing weekly newspapers prior to October 1, 1955, except those in the city of Quebec, were deleted from the industrial jurisdiction of the present agreement.

In longshore work (ocean and inland) at Sorel, minimum hourly rates were increased by 5 cents per hour for day work and by 7½ cents per hour for night work. New minimum rates for longshoremen on day work now range from \$1.48 to \$1.58 per hour; \$1.68 and \$1.85 for handling premium cargoes.

Industrial Standards Acts, Nova Scotia, Ontario, Saskatchewan

During October and November 1955, a number of new schedules, one for carpenters at Saskatoon for the first time, were made obligatory under the Industrial Standards Acts.

In Nova Scotia, a new schedule for carpenters at Sydney increased the minimum rate by 5 cents, making the new rate \$1.95 per hour. A deferred increase of 5 cents per hour effective June 1, 1956, was provided for. Weekly hours were unchanged at 40.

In Ontario, a new schedule for carpenters at Kenora—Keewatin, replacing that which was last gazetted in 1947, revised the minimum rate from \$1.10 to \$1.80 per hour and provided for one additional holiday. Weekly hours were unchanged at 40.

A new schedule for electricians at Cornwall, replacing the 1952 schedule, increased the minimum rate from \$1.65 to \$1.92 per hour. Weekly hours were unchanged at 44.

At Windsor, a new schedule for sheet metal workers, replacing the 1953 schedule, increased the minimum rate from \$2 to \$2.25 per hour; weekly hours were unchanged at 40.

In Saskatchewan, a first schedule for carpenters at Saskatoon established a minimum rate of \$1.90 per hour for a 40-hour week and time and one-half for all overtime work in excess of regular hours.

1955 Wage Increases in U.S. Range from 5 to 17 Cents an Hour

Wage increases in major United States industries in 1955 ranged from 5 to more than 17 cents an hour, the U.S. Department of Labor has announced.

Wages rose in almost 95 per cent of the major contract settlements in manufacturing, mining, transportation, trade and utilities during the first nine months of the year. These covered about five million workers.

Most of the contracts that did not contain a wage increase provided for improved fringe benefits.

More than Million UAW Members Covered by Layoff Benefit Plans

More than a million auto workers were covered by supplemental unemployment compensation plans at the end of 1955.

The United Auto Workers announced on December 31 that 1,002,098 of its members were covered by such plans negotiated with 232 companies. This means, the UAW pointed out, that about two-thirds of the union's membership was covered by layoff benefit plans.

Legal Decisions Affecting Labour

New Brunswick Labour Relations Act held not to apply to members of city police force. United States Supreme Court finds discriminatory bargaining by union contrary to duties implied by Taft-Hartley Act

Members of the Fredericton police force were held by the Supreme Court of the province not to be employees within the definition in the Labour Relations Act on the ground that they are public servants charged with the administration of the law.

The Supreme Court of the United States reversed the decision of a district appeal court which had held that negotiation of a discriminatory provision respecting seniority was not a contravention of the Taft-Hartley Act.

Supreme Court of New Brunswick...

...holds members of city police force not to be "employees" as defined in Labour Relations Act

On June 23, the Supreme Court of New Brunswick quashed an order of the New Brunswick Labour Relations Board certifying a union as bargaining agent for the Fredericton police force, and a second order requiring the City of Fredericton to bargain with the union. The question of the validity of the orders came before the court by way of *certiorari* proceedings instituted by the City of Fredericton.

The first order, dated March 9, 1953, certified the Fredericton Policemen's Federal Protective Association, Local 502, as bargaining agent for members of the Fredericton police force. The second order, made after the City failed to meet the bargaining agent to consider revision of an agreement which expired on March 31, 1955, required the City to commence collective bargaining and to make every reasonable effort to conclude an agreement.

Chief Justice Michaud, in his reasons for decision, set out the events which preceded the orders made by the Board. On November 28, 1952, Local 502 was chartered as a labour organization by the Trades and Labour Congress of Canada. On January 13, 1953, the Fredericton City Council, pursuant to Section 1(4) of the Labour Relations Act, passed a resolution declaring the municipal corporation to be an employer within the meaning of the Act with respect to one group of its

employees, the permanent policemen. Section 1(4) of the Act reads as follows:

The Council of any city, town, incorporated village or county may by resolution declare the municipal corporation, or any Board or Commission appointed by the Council, to be an employer within the meaning of this Act with respect to any group of its employees designated in the resolution, whereupon, with respect to such group, it shall become an employer and shall continue to be such an employer until the resolution is rescinded.

On the same date, January 13, Local 502 applied for certification and on March 9 the Board issued a certification order. The City and Local 502 entered into an agreement covering the period January 1, 1953, to December 31, 1953, and a second agreement for the period January 1, 1954, to March 31, 1955. When the Local notified the City of its desire to negotiate for the revision of certain terms of the agreement expiring March 31, the City refused to bargain, stating that those terms came under the jurisdiction of the Police Commission. Local 502 filed a complaint with the Labour Relations Board, and the Board, after a hearing, issued the order requiring the City to bargain.

The grounds on which the City questioned the jurisdiction of the Labour Relations Board in making the two orders were, first, that the policemen were not employees, and secondly, if they could be considered legally as employees, they were not employed by the City but by the Board of Commissioners of Police.

Mr. Justice Michaud pointed out that if policemen were held not to be employees, it would be unnecessary to consider whether the City or the Board should bargain with them. The question whether members of the police department of a city stand in the relationship of employer-employee either

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

with the city or the police commission has already been before the courts. In the case of *Bruton v. Regina City Policemen's Association* (L.G. 1945, p. 1011) Chief Justice Martin concluded that "neither the Chief of Police or any police-officer or constable appointed under the City Act or by City Board of Police Commissioners was a servant or agent of the Board or of the City". In Nova Scotia, in *The King v. the Labour Relations Board of N.S. et al* (L.G. 1951, p. 1697), the Supreme Court of Nova Scotia decided that police officers are not employees within the definition of the Trade Union Act, the provisions of which are similar to those of the New Brunswick Labour Relations Act.

His Lordship then described the position of policemen:

Under the common law, the position of constables or police-officers is that they are holders of office of trust under the Crown, whose primary purpose is to exercise the rights and discharge the duties conferred or imposed upon the holders of that office by the common statutory law. From this has been established the rule that they are not servants or agents of the appointing municipality, for whose wrongful acts the municipality is or may be liable at law; but are officers appointed to perform public duties of an executive character in the general administration of justice...

The members of the Police Force of the City of Fredericton are appointed by the Board of Police Commissioners, and their duties are determined by the Board. They hold office during pleasure and may be dismissed at any time. They are charged with the duty of preserving the peace and order and the duties and responsibilities which any constable or police-officer now has or may have. They are sworn to serve their Sovereign Lord the King or her Sovereign Lady the Queen, as the circumstances require; to prevent offences against the persons and property of his or her Majesty's subjects; and to discharge generally their duties according to law. They are not sworn to serve the City Council or the Board of Police Commissioners.

He concluded that the members of the police force of the City of Fredericton occupy before the law the general position of public servants, persons charged with the administration of law, and not as employees of those who select them, and even pay them.

He did not think that the City Council could by resolution declare the members of its police force to be employees, as they did not come within the definition of employee in the Labour Relations Act. They were not persons employed to do "skilled or unskilled manual, clerical or technical work". Had it been the intention of the Legislature to enable the police force to bargain by certified agents in the normal

way, it should have made that intention clear. He noted that in other jurisdictions, such as Saskatchewan and Quebec, special legislation was enacted to enable members of police forces to bargain through certified agents. He found no such provision in the New Brunswick statutes.

He held therefore that the Labour Relations Board was in error in making the orders, and he therefore allowed the City's application to have them quashed. *The Queen v. The Labour Relations Board ex parte the City of Fredericton*, Supreme Court of New Brunswick, June 23, 1955.

Supreme Court of the United States...

... rules union deriving bargaining status from Taft-Hartley Act has duty to represent whole unit

The United States Supreme Court on November 14 reversed a decision of the Court of Appeals of the Fifth Circuit dismissing an application by Negro employees of an oil company for an injunction against the use of segregated seniority lists. As reasons for its judgment the Supreme Court merely referred to its prior decisions in the Steele and Tunstall cases in 1944 where it had ruled that unions deriving their bargaining status from the Railway Labor Act have the duty to represent all members in their bargaining unit fairly and without discrimination based on race.

The case arose from an allegation by a group of Negro employees of the Gulf Oil Corporation that a bargaining committee composed of all white employees negotiated a collective agreement providing for the maintenance of separate seniority lists for white and Negro employees.

Two unions of the Oil Workers International Union (CIO), Local 254 composed of Negro employees and Local 23 composed of white employees, both certified as bargaining representatives under the Taft-Hartley Act, agreed to amalgamate and be represented by one bargaining committee. They also agreed that there should be only one line for seniority. The committee which was chosen by majority vote to represent all the workers was composed entirely of white members of Local 23. The committee negotiated with the company an agreement providing for two-line seniority.

The Negro employees then applied in the district court for an injunction to prevent the enforcement of the bargaining agreement. The application was dismissed. An appeal taken to the Fifth Circuit Court was also dismissed on the grounds that it arose out of a private contract, not under

the Taft-Hartley Act, and so was out of the jurisdiction of the Court. By *certiorari* proceedings the issue was then taken to the Supreme Court.

The Steele and Tunstall cases on which the Supreme Court based its decision both involved Negro firemen who alleged discrimination in contracts negotiated by unions certified under the Railway Labor Act. The Supreme Court held in both cases that the Railway Labor Act, giving

unions the right to represent all employees in a bargaining unit on the basis of majority representation, imposed an implied duty on certified unions to represent all workers fairly and without discrimination based on race.

The order of the Supreme Court remanded the case to district court for further proceedings. *Sykes et al v. Oil Workers International Union, Local No. 23, et al*, 37 LRRM 2068.

Recent Regulations under Provincial Legislation

Alberta issues new regulations for boilers and pressure vessels and for welders; Newfoundland, first general apprenticeship regulations

Regulations have been issued under the new boiler legislation in Alberta establishing standards for the construction and installation of boilers and regulating the granting of certificates of competency to engineers and firemen. Regulations under the Welding Act governing the licensing of welders in the province have also been brought up to date.

In Newfoundland, apprenticeship regulations outline the obligations of apprentices and employers and also provide for the certification of tradesmen other than apprentices.

The employers of the Fire Department of the City of Hamilton were brought under the collective liability section of the Ontario Workmen's Compensation Act.

Alberta Boilers and Pressure Vessels Act

The first regulations under the revised Boilers and Pressure Vessels Act (L.G., Dec. 1955, p. 1400) have been issued, replacing those approved by O.C. 1614-40, O.C. 442-42 and O.C. 84-48.

Three sections have been issued to date. Part I deals with the design, fabrication and installation of boilers and pressure vessels; Part IV contains the regulations regarding engineers and firemen; and Part V sets out the fees for registration, inspection, examinations and certificates.

A significant feature of the new regulations is the adoption of the latest edition of the Canadian Standards Association Boilers and Pressure Vessels Code, the Canadian Regulations for the Construction and Inspection of Boilers and Pressure Vessels (CSA B51-1951). This makes Alberta the sixth province to adopt the 1951 edition of the Code. Under the repealed regulations the standards of the ASME Code were adopted with some modifications.

Design, Fabrication and Installation

Part I, approved by O.C. 1266-55, gazetted October 31, covers standards of design and construction, rules for registration and identification, inspection requirements, and welding and safety provisions.

Except as otherwise provided, the standards are to be those set forth in the CSA Code and the sections of the 1949, 1950 and 1952 editions of the ASME Code on power boilers, material specifications, boilers of locomotives, low pressure heating boilers, miniature boilers, suggested rules for care of power boilers, unfired pressure vessels and welding qualifications; the NBFU Pamphlet No. 58, "Standards for the Storage and Handling of Liquefied Petroleum Gases"; and the ASA Code for Pressure Piping. Revisions of these codes and published interpretations of the ASME Boiler Code Committee will become governing standards after approval by the Chief Inspector.

Blue prints, specifications and designs for all proposed boilers and pressure vessels, all proposed steam plants and pressure plants, and all fittings or accessories proposed for use in connection with vessels to which the Act applies, must be submitted in triplicate to the Chief Inspector for approval and registration in accordance with the rules set out in the CSA Code and some additional directions set out in the regulations. When a fitting is to be attached to a boiler or pressure vessel but does not form an integral part of that vessel, the size, rating and details of attachment must be included in the design. Fees for examination of designs and for registration are set out in this Part. The only exception is that designs for steam plants which do not exceed 100 horse-power and for steam plants carrying a pressure

less than 20 pounds p.s.i. need not be submitted, nor designs for refrigerating plants not exceeding 15 tons.

When the design has been approved and registered by the Department and the manufacturer has completed the construction of the pressure vessel, he is required to forward to the Chief Inspector an affidavit signed by the shop foreman and the inspector under whose supervision the pressure vessel was built. The user's name and the location of installation must also be reported by the manufacturer or his Alberta representative.

After the initial inspection when the boiler is delivered the vessel is to be stamped in accordance with the Code.

The maximum allowable working pressure and temperature for the pressure vessel or pressure piping will then be determined by the Department, using the formulae set out in the codes. An inspector may increase the factor of safety when he considers that an increased factor of safety is necessary.

All boilers must be installed in conformity with the CSA Code with respect to boiler settings, fusible plugs, suspension rods, blow-off tanks and lines, handrails and guards, and exit doors. Among the requirements specifically set out in the regulations are the following. A check-valve must be installed between the blow-off valve of the empty boiler and the blow-down header or tank if it can be demonstrated that the blow-down from any boiler can enter into an empty boiler provided with a man-hole opening. All gas and oil-fired steam boilers which are not under the continuous personal supervision of a competent attendant must not have a fusible plug but must be equipped with an approved low water fuel cut-off, an approved automatic fuel valve, and an approved high-limit pressure control and safety pilot. When the air to support combustion is taken from the boiler room, an adequate free air inlet must be provided to the boiler room. Minimum requirements of free air inlet shall be one square foot for every two million British thermal units of energy input into the boiler.

A pressure vessel is to be installed so that it is readily accessible for external and internal cleanings and inspection. If it is more than 36 inches in inside diameter it must have a man-hole providing ready access for internal inspection of all parts of the vessel. If the design or shape makes the installation of man-holes impractical there must be at least two hand-holes 4 x 6 inches or two equal equivalent openings.

All pressure vessels or parts of pressure vessels less than 36 inches in inside diameter must have inspection openings in accordance with the CSA Code.

All pressure vessels must be equipped with safety devices. Every vessel must be protected by a pressure relieving safety device such as a spring-loaded safety valve or spring-loaded safety valve and rupture disc which meets all the requirements of the ASME Code. All liquid level and pressure gauges on pressure vessels installed under these regulations must also be of an approved type and must conform in details to the construction and test requirements of the CSA Code.

In the drilling of any oil or gas well, steam pressures in excess of 100 pounds p.s.i. must not be used except for operating machinery, boiler feed apparatus or snuff lines. Steam heating coils situated in the dog house of oil drilling rigs must not use steam having a pressure exceeding 15 pounds p.s.i. unless approved for the desired working pressure.

Only a person holding a welder's certificate under the Boilers and Pressure Vessels Act may do any welding on a pressure vessel or piping in the province. The conditions under which piping or a pressure vessel fabricated by welding have to be inspected are set out, as under the previous regulations.

Any person may make a written appeal to the Minister from a decision of an inspector made under these regulations within 30 days from the making of the decision. The Minister's decision is final.

Engineers and Firemen

Part IV, authorized by O.C. 1360-55, gazetted November 15, contains the regulations respecting engineers and firemen. A new system of classifying engineers' and firemen's certificates was adopted by the new Act and the regulations regarding qualifications and the duties that may be undertaken by each class have been altered accordingly. A degree in mechanical engineering now counts towards an engineer's certificate in lieu of certain experience and more credit is given than formerly for alternative qualifications.

No person is to operate or have charge of any fired steam boiler with more than 20 square feet of heating surface and a volume in excess of three cubic feet and carrying a working pressure of 20 or more pounds p.s.i. unless he is the holder of a valid certificate qualifying him to take charge of such a plant. However, boilers and steam plants used for heating plants in oil fields under the Petroleum and Natural Gas Conservation Board may be

operated at a pressure of 35 pounds p.s.i. or less without the supervision of certified engineers.

The new regulations provide for four classes of engineers' certificates, a fireman's certificate and temporary certificates. A valid Alberta 750 h.p. Second Class Engineer's Certificate under the old Act is also recognized, and a Special Certificate, also issued under the old Act, is accepted as a Special Limiting Certificate under the present Act. There is also a provision for exchanging valid and subsisting certificates issued under the old Act for certificates graded according to the new classification system.

The certificates specify the type of position the holder is qualified for. A first class engineer's certificate qualifies the holder to be chief steam engineer or shift engineer of any steam plant. The holder of a second class engineer's certificate may be shift engineer of any steam plant or chief steam engineer of a steam plant not exceeding 750 boiler h.p. The holder of a third class certificate is qualified to be chief steam engineer of a steam plant not exceeding 300 boiler h.p. or shift engineer of a steam plant not exceeding 750 boiler h.p. A fourth class engineer's certificate qualifies the holder to be chief steam engineer of a steam plant not exceeding 100 boiler h.p. or shift engineer of a steam plant not exceeding 300 boiler h.p. The holder of a fireman's certificate is qualified to be in charge of boilers with an aggregate capacity not exceeding 50 h.p. or in charge of a shift operating boilers having an aggregate capacity not exceeding 100 h.p. or watchman of a steam plant of any capacity when the fires are banked and no fluid is passing through except for the purpose of maintaining the liquid level in the vessel. The special certificates previously issued to applicants without sufficient operating experience to qualify for examination, and now accepted as special limiting certificates, qualify the holders for the positions specified on the certificates. A valid Alberta 750 h.p. Second Class Engineer's Certificate qualifies the holder to be chief steam engineer of a steam plant not exceeding 1,000 h.p. or shift engineer of any steam plant.

Temporary certificates, usually valid for not more than 90 days, may be issued by the Chief Inspector upon the application of the owner of a steam plant to authorize the temporary employment of an engineer in a capacity for which he is not certified.

To qualify for a certificate, a candidate must pass an examination. When applying, he must submit testimonials as to his character, ability and experience. To

qualify, a candidate for a first or second class engineer's certificate must obtain 70 per cent of the total marks. A candidate for a third class certificate has to get 60 per cent to pass, but if he receives 50 per cent he may be given a fourth class certificate, and if he gets 35 per cent he may be granted a fireman's certificate. A candidate for a fourth class engineer's certificate must receive 60 per cent; if he gets only 50 per cent he may be given a fireman's certificate. To qualify for a fireman's certificate, a candidate must get 50 per cent on the examination. A candidate who fails a first or second class engineer's examination cannot try again until six months have passed, and he must have three months' additional experience. Candidates for other certificates may try again in three months but must have at least one month's additional experience.

To qualify for an examination for a first class engineer's certificate, a candidate must be at least 25 years of age and be the holder of an Alberta second class engineer's certificate or equivalent. He must also have had 48 months' experience as chief steam engineer in a high pressure steam plant having a capacity exceeding 750 boiler h.p. together with engines not less than 300 h.p.; or 48 months' experience as shift engineer in a high pressure steam plant having a capacity exceeding 750 boiler h.p. together with engines of not less than 300 h.p.; or 48 months' as an assistant inspector of boilers under the Act while holding a second class engineer's certificate. If a candidate has a degree in mechanical engineering or equivalent, or if he has been employed for 36 months in an approved supervisory capacity on the design, construction, installation, repair or maintenance of equipment to which the Act applies, or if he has acted as assistant engineer in a high pressure steam plant having a capacity exceeding 750 boiler h.p. for 36 months after obtaining a second class engineer's certificate, he needs only 25 months' experience, as chief engineer or shift engineer.

A candidate for a second class engineer's certificate must be at least 22 years of age and the holder of an Alberta third class certificate or equivalent. He must have been employed for 36 months either as chief steam engineer of a high pressure steam plant having a capacity exceeding 100 boiler h.p. together with engines of not less than 100 h.p. or as shift engineer in a high pressure steam plant having a capacity exceeding 300 boiler h.p. together with engines of not less than 100 h.p.; or he must have been employed for 48 months as assistant engineer in a high pressure

steam plant having a capacity exceeding 750 boiler h.p. together with engines of not less than 100 h.p. subsequent to obtaining a third class certificate. The period of experience is reduced by half if the candidate has a degree in mechanical engineering or if he has been employed for 24 months in an approved capacity in the design, construction, installation, repair or maintenance of any equipment under the Act.

To qualify for a third class engineer's certificate a candidate must be at least 19 years of age and, while holding a fourth class certificate, must have had 12 months' experience as chief steam engineer in a high pressure steam plant having a capacity exceeding 50 boiler h.p., or as shift engineer in a high pressure steam plant having a capacity exceeding 100 boiler h.p., or as assistant engineer in a high pressure steam plant having a capacity exceeding 300 boiler h.p.; or he must have been employed for 30 months as a fireman in a high pressure steam plant having a capacity exceeding 100 boiler h.p. under the supervision of the holder of a valid engineer's certificate. In all cases, the period of employment may be reduced by half if the candidate has a degree in mechanical engineering or equivalent, or has been employed for 12 months in an approved capacity on the design, construction, installation, repair or maintenance of equipment to which the Act applies.

A candidate for a fourth class engineer's certificate must be at least 18 years and have had 12 months' experience as a fireman or engineer of a high pressure steam plant having a capacity of not less than 10 boiler h.p. If he has been employed for 12 months in an approved capacity in connection with equipment to which the Act applies, or if he has a degree in mechanical engineering, he needs only six months' experience.

To qualify for a fireman's certificate, a candidate must be 18 years and must have six months' experience as fireman operating a boiler.

The regulations also provide that candidates for engineers' certificates may receive credit for technical courses in lieu of experience. A candidate may receive a credit of six months in lieu of practical experience if he is the holder of a certificate issued by an approved school of technology after completing a course in steam engineering and can furnish proof that he received at least 70 per cent of the marks on the final examination. The credit is given only when the candidate has completed the correspondence course comparable to the class of certificate for which he is applying.

In no case, however, is this credit to be given in lieu of the specified minimum experience as chief steam engineer, shift engineer or assistant engineer as required for each class of engineer's certificate. Moreover, credit for technical courses in lieu of practical experience may be allowed only once for each class of engineer's certificate.

Consideration is also given for other qualifications to allow experienced candidates to qualify even though their experience does not correspond exactly with the requirements set out in the qualifications for certificates, but credit for practical experience previously used in qualifying for an engineer's certificate is not to be used again in qualifying for a higher certificate. A candidate for a first class engineer's certificate who cannot furnish proof of having the necessary experience must obtain 12 months' additional experience as chief steam engineer or shift engineer in a steam plant with the required boiler horse power but where the engine power is less than that set out in the regulations; similarly, a candidate for a second class certificate must spend an additional 12 months as chief steam engineer, shift engineer or assistant engineer in a steam plant where the engine-horse power is less than the specified 100 h.p.

In certain circumstances the Chief Inspector may evaluate the experience of candidates and allow whatever credit he thinks proper. He may allow credit in lieu of the specified experience to a candidate who has had experience with equipment under the Act but not the equipment specified in the qualifications for certificates. If a steam plant is in operation for only part of a year, and an engineer is kept on during the non-operational period and employed on plant maintenance, the Chief Inspector may grant the engineer a credit of two-thirds the maintenance time towards experience required for a higher certificate. The Chief Inspector may grant an Alberta certificate, subject to such conditions as he may prescribe, to an applicant who has satisfactory proof that he is the holder of a certificate as stationary engineer from the Government of Canada, from another province or from another approved licensing authority.

Provision is made for issuing certificates in lieu of those issued under the old Act. The Chief Inspector may issue certificates to holders of valid engineers' certificates without examination upon payment of the fee for duplicate certificates. The holder of any special certificate will not be issued another certificate, but the certificate will

be recognized as a special limiting certificate subject to the conditions specified on the certificate. A valid Alberta fireman's certificate will be endorsed by the Chief Inspector to permit the holder to operate boilers.

Any person may make a written appeal from the decision of an Inspector to the Minister, whose decision is final.

The chief steam engineer of a plant is accountable to the Department for the proper care and operation of the boilers, pressure vessels, and machinery under his charge. He must report all accidents to the District Inspector and to his employer. When an engineer assumes charge of a steam plant he must examine all pressure vessels, piping, engines and auxiliaries under his charge, and report any defects to the District Inspector. The shift engineer must report in writing any defects or accidents to the chief steam engineer.

Fees

Part V, approved by O.C. 1267-55, gazetted October 31, sets the fees required for registration of boilers, shop inspection, other types of inspection, testing safety valves and pressure gauges, and for certificates of qualification, search of records or the issuance of duplicate certificates.

Alberta Welding Act

Regulations under the Welding Act dealing with certificates of proficiency for welders were approved by O.C. 1422-55 and gazetted November 15. They set out the classes of certificates, the qualifications of applicants and the rules regarding examinations and the renewal, cancellation or suspension of certificates.

The regulations (approved by O.C. 634-39) issued in 1939 for the trades of acetylene and electric welding under the Tradesmen's Qualifications Act and amended from time to time since then have been rescinded. Welding was designated as a trade to which the Tradesmen's Qualifications Act applies before the special Act dealing with the trade, the Welding Act, was passed in 1941. A provision of that Act kept in force the regulations made under the Tradesmen's Qualifications Act with respect to welders. Now these regulations have been replaced by new regulations under the Welding Act. Certificates under the Tradesmen's Qualifications Act in a trade where welding constitutes a skill required in the performance of that trade may still authorize the tradesman to do welding in that trade only.

The principal changes are the grading of journeymen's certificates and the provisions for appealing examination results.

Certificates are issued by the Department of Industries and Labour. Instead of journeyman's, provisional and special certificates, there are now only two kinds, journeyman's and provisional. A journeyman's certificate is either first class or second class depending upon the experience and skill of the applicant. All certificates will state whether the holder is qualified to do acetylene or electric welding or both.

To obtain a welder's certificate of proficiency, a candidate requires experience in the trade and has to pass a written examination and try trade tests. For a first class journeyman's certificate a candidate must have had at least 36 months' experience in the trade and for a second class certificate, 24 months'. To qualify for a journeyman's certificate, a candidate must obtain a mark of at least 60 per cent on the written examination and at least 75 per cent on the trade tests. A provisional certificate may be issued, however, to a candidate with experience who fails on examination but who obtains at least two-thirds of the required pass mark. The certificate is good for a limited period only; at the end of that time the holder must try another examination.

An applicant who holds a valid and subsisting certificate of proficiency issued by another province or by some other approved licensing authority may be granted either a journeyman's certificate or a provisional certificate without examination.

The Department, at the discretion of the Minister, may also grant a certificate of proficiency for a limited time in other circumstances.

The work a welder may do is determined by the class of certificate he holds. If he has a first class certificate he may engage in any or all classes of welding, whether acetylene or electric or both, as shown on the certificate. (For welding on pressure vessels and piping, however, a special certificate issued under the Boilers and Pressure Vessels Act is required.) A second class certificate entitles the holder to engage in welding in the flat, vertical and horizontal positions only. The holder of a provisional certificate may engage only in welding operations shown on the certificate for the period specified. The holder of a subsisting or provisional journeyman's certificate for electric welding may, however, use acetylene cutting equipment when necessary.

A certificate of proficiency is now to be accompanied by a card identifying the certificate. Both certificate and card must be produced when requested by a Department inspector or supervisor.

As before, certificates of proficiency have to be renewed yearly. Applications for renewal must be made to the Department at least 30 days and not more than 60 days before December 31 each year. A journeyman's certificate is usually extended automatically but the Department may exercise its discretion when a provisional certificate is up for renewal. If a certificate of proficiency has not been renewed for three consecutive years the holder may be asked to appear for re-examination.

Certificates are still subject to cancellation or suspension by the Department. As before, a certificate obtained by fraud or misrepresentation may be cancelled. A certificate may also be cancelled or suspended if the holder does any welding not authorized by the certificate or if he is guilty of defective welding causing injury to person or property. It may now be suspended or cancelled if the welder lends his certificate or alters it in any way to evade the provisions of the Act or regulations. A welder may also be required to appear for re-examination at any time and if he fails to pass, his certificate of proficiency may be cancelled.

The rules regarding examinations by the Board of Examiners appointed under the Act are much the same except for the provision for appeal. An applicant who has failed to qualify for a certificate of proficiency may have the examination reviewed by a Board of Appeal appointed by the Minister if he applies within 30 days and pays the prescribed fee. The Board of Appeal will review the marks and report to the Department. The Department may issue a certificate to the applicant, or ask him to try another examination, or it may confirm the decision of the Board of Examiners. If the applicant wins the appeal, the fee is refunded. The Chairman of the Board of Examiners may also review any or all examinations under the Welding Act, and may, at his discretion, issue whatever certificate of proficiency he considers suitable.

A candidate who fails to qualify for a certificate may be given an appropriate standing as an apprentice, and may register as an apprentice and complete his training according to the Apprenticeship Act.

The new regulations also set out the fees.

British Columbia Labour Relations Act

Regulation 9A under the Labour Relations Act, gazetted November 10, outlines the procedure to be followed by the Board when a certified trade union petitions for a change of name upon the certificate. The Act gives the Board authority to vary

or revoke any of its orders or decisions upon the petition of any employer, employers' organization, any employee or trade union; and Regulation 9A sets out the procedure to be followed when, due to a merger or other circumstances, a certified trade union has changed its name and petitions the Board to amend the certificate accordingly. The procedure is not to be used, however, to change the unit to which the certificate relates.

If the members of a certified trade union wish to change the name of the union, a petition on a prescribed form must be filled out and submitted in duplicate to the Labour Relations Board. The form requires a statement as to whether the change of name has been approved by the membership and, if so, in what manner.

On receipt of the petition, the Board will make whatever inquiries and investigations it considers necessary to determine whether the employees in the unit desire the requested change of name. It may examine records, conduct hearings or take votes.

The Board must also advise the employer concerned of the petition for a change of name and allow him 10 days to submit written representations before it makes a final decision. The Board may also require the employer to post for five consecutive days one or more copies of the notice of petition in places where they are most likely to be seen by the employees affected.

If, as a result of its inquiries and investigation, the Board is satisfied that the employees in the unit to which the certificate relates desire the requested change in name, it may amend the certificate accordingly. However, if the Board is not satisfied that the employees concerned want to change the name of the trade union, it will refuse the petition.

British Columbia Hours of Work Act

A temporary order was gazetted November 10 approving longer hours during Christmas week for persons employed in retail stores, who were permitted to work up to 10 hours on any two days during the week ending December 24, 1955, and up to 48 hours in that week. This order, made annually, is under authority of the Hours of Work Act, which allows the Board to approve longer hours from time to time so long as they are not inimical to the interests of the employees.

New Brunswick Motor Carrier Act

Regulations of the New Brunswick Motor Carrier Board applicable to buses and trucks offering service to the public were

approved by O.C. 55/738 gazetted November 23 and became effective December 31, 1955.

Among the general rules applicable to a holder of a motor carrier licence is one which requires him to file with the Board at the end of each month an accurate record of the hours of labour of drivers. Each driver is also required to keep an accurate record of his hours of labour. The Board may, when it considers such action necessary for the safety of the public, order a licensee to reduce the hours of labour of drivers and, if he fails to comply with the order, the Board may cancel the licence.

Newfoundland Apprenticeship Act

General apprenticeship regulations, and regulations governing certificates of qualification to tradesmen, were gazetted November 15 and became effective on that date. These are the first general regulations issued under the Act, the only other regulations being those issued last March to set the rate of living allowances for apprentices during the required course of technical instruction (L.G., May 1955, p. 567).

The general regulations set out the obligations of employers and apprentices and deal with the period of apprenticeship, the hours of work and certificates of apprenticeship. The other regulations deal with the duties of examining boards and the rules for conducting examinations for certificates of qualification.

Every employer who hires apprentices must provide adequate training in as many branches of the trade as his facilities and the scope of his business will permit. He must arrange for his apprentices to attend the classes in trade training and related subjects prescribed by the Board. Every employer must keep each of his apprentices employed as long as there is work for him to do. If he has to lay an apprentice off because of work shortage, he must give him the chance to be re-employed before hiring another.

The employer must notify the Director of Apprenticeship immediately, both when he employs a minor or apprentice in a designated trade and when he wishes temporarily to suspend or terminate a contract of apprenticeship. He must also co-operate with the Director in the transfer of an apprentice. The employer must also submit an annual report of the progress and conduct of his apprentices on a form supplied by the Board.

Every apprentice has certain obligations to his employer and to the Director. In addition to serving his employer faithfully,

honestly and diligently, and obeying all lawful and reasonable demands and requirements, he must take good care of the tools and goods of his employer so as to avoid damage and waste. He must also give his employer a satisfactory explanation for any absence from work. Every apprentice must attend regularly all the classes in trade training and related subjects prescribed in his contract of apprenticeship. He must also do all the exercises assigned if a correspondence course is given in lieu of class training. If he ceases to be employed with the employer to whom he is apprenticed, he must notify the Director of Apprenticeship immediately.

The hours of work of an apprentice are to be the same as those of a journeyman in the trade. He may also work overtime if it does not conflict with the prescribed class training program.

The term of apprenticeship is to be set forth in the contract. It may vary, however, because the Board may make allowances for previous experience in the trade or for trade training in a vocational school and sometimes the term is extended. If an employer fails to provide an apprentice with at least 32 weeks' employment in each year of the apprenticeship period including the time spent in day classes, the apprentice is required to make up the time before he is advanced to the next year. The Board may also extend the period of apprenticeship if it feels that an apprentice has not made sufficient progress.

On completion of his term of apprenticeship to the satisfaction of the Board, an apprentice will be given a certificate of apprenticeship.

As in other provinces, the certification regulations allow experience in the trade to count in lieu of an apprenticeship course in order to permit a tradesman other than an apprentice to obtain a certificate of qualification. Accordingly, the Provincial Apprenticeship Board has made regulations for the appointment of examining boards and for examinations for certificates of qualification.

The Board will appoint local examining boards consisting of three members, a chairman representing the Department of Labour, and two other members representing employers and employees respectively. The examining boards are to approve applications for examinations, examine documentary evidence of trade experience and conduct examinations prescribed by the Director. They are to make sure that the person is proficient in his trade and the chairman is to report to the Director within 10 days the results of every examination.

A tradesman who wishes to obtain a certificate of qualification must try the examination which may be theoretical, practical or both. In order to try the examination, he must first apply in writing to the Director enclosing whatever documentary evidence he has of his trade experience and pay a fee of \$5. If the examining board finds his qualifications satisfactory, the Director will notify him of the time and place for the examination. The Director will also give him notice of the results. If he is successful he will receive a certificate of qualification signed by the Minister of Labour and the chairman of the examining board. If he does not get a pass rating, he may attend classes in accordance with Section I of Appendix "A" of the Apprenticeship Training Agreement, 1954, which provides that improvers or learners employed in an apprenticeship trade, who in the opinion of the provincial apprenticeship authorities require such training to fit them for qualification as a journeyman according to provincial standards, may be given training under the agreement. The holder of a certificate of apprenticeship issued under the Act is entitled to a certificate of qualification for his trade without further examination.

Nova Scotia Liquor Control Act

Regulations under the Liquor Control Act, gazetted November 14, contain the usual provision that no holder of a hotel tavern or tavern licence shall allow or employ a minor or a female in his tavern or hotel during the hours of sale.

Ontario Workmen's Compensation Act

By Regulation 212/55 gazetted November 12, employees of the Fire Department of the City of Hamilton were brought under Part I, the collective liability section, of the Workmen's Compensation Act.

In the new regulation substituted for Regulation 7 of Regulation 371 of Consolidated Regulations of Ontario, the employees of the Hamilton Police Department are still excluded from Part I of the Act. Formerly employees of both the Fire Department and the Police Department of Hamilton were excluded. This means that employees of the Fire Department are now entitled to compensation if they suffer an accident or contract an industrial disease in the course of their duties whereas previously they or their representatives had to sue for damages.

Assisted Passage Loan Plan Extended to New Categories, Families

The provisions of the Assisted Passage Loan Plan have been widened to help suitable would-be immigrants not previously eligible under the Plan to finance their journey to Canada, the Minister of Citizenship and Immigration announced last month.

Previously only certain categories of persons whose services were in urgent demand in Canada could qualify for assistance, but now all those considered suitable as immigrants are eligible. In addition, loans may now be allowed to cover the cost of passage for dependents as well as for the head of the family. This latter provision applies to dependents of immigrants already in Canada, as well as to those of prospective immigrants.

The loans, which are interest-free, are as a rule repayable in monthly instalments extending over a period of two years.

Experience in recovering loans in the past has been good, 93 cents out of every dollar lent having been repaid up to the end of October 1955. A total of 29,112 loans has been repaid in full, and only 87 have had to be set down as uncollectable.

Since the loan plan was begun in February 1951, 31,817 immigrants have had their journey to Canada financed by loans, which have totalled \$5,268,000 and have averaged \$165 each.

This extension of the assistance plan is apparently intended to stimulate the flow of immigration, which slowed up last year. Up to the beginning of September, 85,607 newcomers had entered the country, compared with 126,853 in the corresponding period of 1954. The total for 1954 was 154,227, compared with 168,868 in 1953. The postwar peak was in 1951, when 194,391 persons came to settle in Canada.

The number employed by Canadian railways dropped by 7.4 per cent in 1954 to 196,307 from 211,951 in 1953. Average annual earnings of railway employees decreased by 1.3 per cent to \$3,371 from \$3,416 in 1953.

Unemployment Insurance

Monthly Report on Operation of the Unemployment Insurance Act

Fewer initial and renewal claims for benefit filed this October than a year earlier; statistics show 94,744 claims compared with 127,609*

Initial and renewal claims for unemployment insurance benefit in October were fewer than a year earlier.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 94,744 claims were filed in local offices across Canada during October, compared with 87,562 in September and 127,609 during October 1954.

Claimants having an unemployment register in the "live file" on October 31 numbered 163,100 (109,132 males and 53,968 females), compared with 145,419 (96,434 males and 48,985 females) at September 30, 1955, and 236,365 (172,107 males and 64,258 females) at October 29, 1954. Distribution of claimants by "duration" intervals for October is not directly comparable with that for previous months, when the persistency of unemployment was recorded only for those claimants who were completely separated from employment.

A total of 90,778 initial and renewal claims was adjudicated during October, entitlement to benefit being granted in 62,600 or 69 per cent of the cases. Of the 38,347 cases not entitled to benefit (including 10,169 disqualifications arising from revised claims), 19,185 were in respect of initial claimants who failed the minimum contribution requirements and for whom a benefit period was not established. Chief reasons for disqualification were: "loss of work due to a labour dispute" 5,813 cases, of which 5,731 cases were in Ontario; "voluntarily left employment without just cause" 4,674 cases; "not capable of and not available for work" 2,752 cases; and "not unemployed" 1,285 cases. (The concept "not unemployed" under the revised Act differs in some respects from its interpretation under the 1940 Act. Formerly, the unemployed status was determined on a daily basis; under the revised Act, it is determined on a weekly basis. Providing an insured person does not work a full

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

working week, benefit may be claimed for that week; the amount of benefit payable, however, is subject to all the conditions governing entitlement, particularly that of "excess earnings".)

New beneficiaries during the month numbered 54,981, compared with 61,203 during September and 84,051 during October 1954.

Benefit payments amounted to \$7,535,340 during October; this was in respect of 944,389 days of unemployment prior to October 2 and 280,834 weeks occurring after October 1. During September, \$8,180,068 was paid in respect of 2,705,587 days, while during October 1954, \$11,779,296 was paid in compensation for 3,780,046 days.

An estimated 111.1 thousand beneficiaries received weekly benefit payments during October, as against 109.2 thousand for September. During the week October 23-29, 1954, the number of beneficiaries was estimated at 173 thousand.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for October show that insurance books or contribution cards were issued to 4,198,907 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1955.

As at October 31, employers registered numbered 276,934, an increase of 2,066 during the month.

Enforcement Statistics

During October, 3,495 investigations were conducted by district investigators across Canada. Of these, 2,697 were spot checks of postal and counter claims to verify

*See Tables E-1 to E-4 at back of book.

fulfilment of statutory conditions. The remaining 798 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 89 cases,[†] six against employers and 83 against claimants. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 571.[†]

[†]These do not necessarily relate to the investigations conducted during this month.

Unemployment Insurance Fund

Revenue received in October totalled \$19,510,751.10, compared with \$18,759,702.91 in September and \$18,069,610.17 in October 1954. Benefit payments in October amounted to \$7,514,532.87, compared with \$8,162,213.77 in September and \$11,764,885.06 in October 1954. The balance in the fund at October 31 was \$870,242,257.93. At September 30, there was a balance of \$858,246,039.70 and at October 31, 1954, of \$892,606,846.93.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CU-B 1193, December 5, 1955

Summary of the Facts: The claimant, married, filed an initial application for benefit on April 22, 1955, registered for employment as a bookkeeper, and stated that she had worked as such for the..... Corporation, Toronto, Ont., from July 1951 to April 15, 1955, when, because of pregnancy, she was released by the employer and replaced by another girl. She also stated that she was capable of and available for work and that she expected to be confined early in July 1955.

The employer reported that he had to dispense with the claimant's services because of her condition and that he had found a replacement sooner than anticipated.

The employment officer expressed the opinion that in view of the circumstances she was not "considered as generally acceptable to employers for employment in any occupation for which she is qualified".

On the evidence before him, the insurance officer disqualified the claimant from receipt of benefit for an indefinite period as from April 22, 1955, because, in his opinion, she had failed to prove that she was available for work within the meaning of Section 29(1)(b) of the Act.

The claimant appealed to a court of referees on May 5, 1955, and stated that when she filed her claim at the local office she informed the clerk who waited on her that she was fully prepared to continue working and, in fact, needed to do so but

that the employer had found a person to replace her much sooner than expected and she had to leave. She also said that she informed the clerk that she "was fully prepared to accept another position if there was one available".

In his submission to the court of referees, the insurance officer reported the following

(The employer) informed the Appeals Officer that the claimant had not given in her resignation or intimated that she wanted to leave on any particular date. However, they knew she would be leaving and it was necessary to have a trained replacement which they considered would take some time. In fact two bookkeepers were tried out but proved unsatisfactory. A third bookkeeper was hired and she caught on to the work so rapidly, they found it necessary to let the claimant go.

The claimant and her husband appeared before the court of referees at the hearing of her case in Toronto, Ont., on May 24, 1955. The unanimous decision of the court reads in part as follows:

We are of the opinion that there is considerable doubt regarding the question of availability for work in view of the fact that the claimant was prepared to stay on her job if she had been allowed to do so. In a recent case, that of Mrs., the Insurance Officer allowed the claimant to remain on benefit for two months after she had been dismissed by her employers on account of pregnancy. The condition of pregnancy was similar in both cases in that it was a period of approximately five months (*sic*). Also the two cases quoted, CU-B 819 and CU-B 1036, are to some extent contradictory. However this Court agrees that the claimant was not available for work following her dismissal.

The claimant's appeal is therefore *Dismissed* but this Court would like an opinion from the Umpire regarding availability of a claimant who has been dismissed on account of pregnancy.

The claimant applied to the chairman of the court of referees for leave to appeal to the Umpire and it was granted for the following reasons:

There is a principle of importance involved, *viz:* the availability of a claimant who has been dismissed on account of pregnancy. I understand this is a matter of judgment on the part of an Employment Officer. The Court did not see the claimant until one month after she had been disqualified by the Employment Officer as unavailable, and, naturally, her appearance had changed in that time. Also, the Court was much concerned by the fact that in some cases of dismissal on account of pregnancy, claims are allowed, whereas in others, where conditions appear similar, claims are not allowed. We feel that an Umpire's decision in this case will clarify this matter.

Conclusions: The question as to whether or not a claimant, dismissed on account of pregnancy, is available for work depends on the weight which must be given to a number of variable factors.

These factors include the stage of the claimant's pregnancy; the extent of her capability for work; her appearance as the result of pregnancy; the nature of the work for which she is qualified; her intention and mental attitude towards accepting employment; and her domestic circumstances.

Each case should be judged on its own merits in accordance with reason and certain fundamental principles established by the Umpire.

In the present case, the outweighing factor was the claimant's advanced stage of pregnancy (nearly seven months).

To quote from a previous decision (CU-B 1023), which deals also with the case of a pregnant woman: "It is very doubtful that any employer would have hired her knowing that she would have been available for a short period of time only during which it is altogether likely that her capability for work would have been affected."

Under the circumstances, it was rightly held that she was not available for work within the meaning of the Act and the appeal is dismissed.

Decision CU-B 1194, December 5, 1955

Summary of the Facts: The claimant, who was married on March 19, 1954, filed an initial application (postal) for benefit on March 7, 1955, with the local office of

the Unemployment Insurance Commission in Brandon, Man., and stated that she had worked as a stenographer for the Department of National Defence (Army) in Winnipeg, Man., from August 1953 to March 4, 1955, when she resigned in order to reside with her husband who was stationed at Rivers, Man.

The insurance officer disqualified the claimant from receipt of benefit from March 7, 1955 to March 19, 1956, inclusive, because, in his opinion, she had failed to establish that she could satisfy any one of the conditions stipulated in Unemployment Insurance Regulation 137 (previously Benefit Regulation 5A).

In her appeal to a court of referees, she stated that as a female employee of the Civil Service Commission and because of its regulations, she was required to resign her position on March 19, 1954, due to her marriage on that date. She contended that, as she was re-engaged by the Civil Service Commission on March 20, 1954, as a married woman and had continued in her employment for at least 60 days since the date of her first separation following her marriage, she had satisfied one of the conditions of Regulation 137.

The court of referees heard the case in Brandon, Man., on May 4, 1955. The claimant was not present at the hearing but was represented by her husband. The court upheld the decision of the insurance officer by a unanimous finding, which reads:

It is the opinion of this Court that in view of the Umpire's Decision rendered in CU-B 832, this Court has no alternative but to consider that on March 19, 1954, when (the claimant) was required to resign from the Civil Service Commission, this did not constitute a separation from employment but was merely a rearrangement of the conditions under which she was employed. (The claimant's husband), on being questioned, stated that to his knowledge his wife, who was employed on a temporary basis both before and after her marriage, did not lose or gain any benefits as a result of the marriage. It would appear that the only difference in (the claimant's) status with her employer after her marriage was one of classification.

With the permission of the chairman of the court, the claimant, on May 21, 1955, appealed to the Umpire on the following grounds:

The case at hand begs the meaning of the term "separation from employment". Since the regulations and orders of the Unemployment Insurance Commission do not contain a positive and constructive definition of the aforementioned term, the Court did not pass a valued judgment of the case on its own merits but instead resorted to the doctrine of precedence.

The appellant is not entirely satisfied that CU-B 832 is a suitable precedent in that, among other reasons, it appears to be more concerned with questions of status and social welfare rather than the termination of a contractual relationship. Moreover, CU-B 832 does not elucidate the point of law in question, that is, "What is separation from employment?"

Even if CU-B 832 is upheld as a suitable precedent, there is considerable doubt that the learned Umpire gave due consideration to all the implications of his decision. For example, a female employee having knowledge of this ruling and entertaining thoughts of matrimony but wishing continued employment for an unknown period would be tempted to change employers thus causing an unnecessary turnover of staff in commerce and industry. Undoubtedly other examples of hardship and abuse could be cited. Surely it must seem reasonable that a resignation, by its very nature, terminates a contractual relationship and thereby consummates a separation from employment. The Insurance Officer conceded that, upon resignation, had the appellant negotiated a contract of service with another employer she would have qualified under Benefit Regulation 5A. What then does it matter that she negotiated with the same employer on the same terms? There is no real difference in principle.

On May 27, 1955, the regional claims officer wrote to the Department of National Defence requesting information as to whether it considered "the claimant as separated from employment on March 19 and re-engaged on March 20, or... simply re-assigned to the same position on March 20".

The employee replied on May 30, 1955, as follows:

(The claimant) was, on the date of her marriage, March 19, 1954, re-assigned from the position she held as a single person to the same position but under her married name, with no break in service.

On June 21, 1955, the claimant submitted, through the local office, a further statement of observation and representations for consideration by the Umpire, which reads, in part, as follows:

The case seems to hinge on the meaning of the term "separation from employment". Since the Unemployment Insurance Commission does not have an adequate definition

of the term, we must utilize the concept of "a reasonable man". Now it seems reasonable that employment, among other things, constitutes a contractual relationship between an employer and an employee. It also seems reasonable that a resignation submitted by the employee serves such a contractual relationship and employment ceases to exist. In all right reason the employee can be said to be separated from employment and is free to negotiate with other prospective employers or to re-negotiate with her former employer. In the terminology of her former employer she was said to have been re-assigned following resignation. I submit that this re-assignment constitutes a new contract of service following separation from employment notwithstanding the fact that there was no break in service.

Conclusions: The decisions of the Umpire form the case law of unemployment insurance and, as such, are binding on insurance officers and courts of referees.

The court of referees in the present case, therefore, rightly "resorted to" the precedent laid down by my predecessor in decision CU-B 832. This precedent was subsequently reaffirmed in decisions CU-Bs 1015 and 1163.

In determining claims for benefit, the statutory authorities follow strictly the words of the Act and the regulations thereunder, which words must be construed according to their natural and ordinary sense.

The words "separation from employment" in Regulation 137(1)(a), given their natural and ordinary sense, mean an actual and physical separation from the employment and not merely a change in the terms of the contract of service (including fixity of tenure).

The claimant, whose actual and physical separation from the employment in which she was engaged at the time of her marriage took place three days before she filed her claim for benefit, does not meet, therefore, the requirement of Regulation 137(1)(a) and the appeal is dismissed.

At the end of 1954, average annual salaries and wages in the transportation division of Canadian railways were highest for road passenger engineers and motormen, at \$6,813; road passenger conductors, at \$5,926; yard engineers and motormen, at \$5,675; road freight conductors, at \$5,617; road passenger firemen and helpers, at \$5,533; train dispatchers and traffic supervisors, at \$5,477; road freight engineers and motormen, at \$5,282; yard conductors and yard foremen, at \$5,040; and yardmasters and assistants, at \$5,004.

—Dominion Bureau of Statistics

Labour Conditions

in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during November Works of Construction, Remodelling, Repair or Demolition

During November the Department of Labour prepared 130 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 176 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in November for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited.....	4	\$ 67,741.00
Defence Production	207	2,783,977.00
Post Office	9	41,832.73
R.C.M.P.	2	1,599.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Wage Claims Received and Payments made during November

During November the sum of \$3,868.72 was collected from nine employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 75 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during November

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Lennoxville Que: J A Verret Ltee, completion of interior of piggery, installation of equipment, etc. *Near Pipestone Man:* Pearen Construction Co, construction of dykes along Pipestone Creek, Pipestone-Oak Lake Project. *Near Portage la Prairie Man:* George McLean Jr, construction of cutoffs on Assiniboine River. *Between Portage la Prairie & Winnipeg Man:* John Lysenko, construction of dykes along Assiniboine River. *Near The Pas Man:* J S Quinn Construction Co Ltd, construction of ditch in Pasquia area, Saskatchewan River Reclamation Project. *Buffalo Pound Lake Sask:* Piggott Construction Co Ltd, construction of canal & appurtenant works. *Near Lethbridge Alta:* Shannon Construction (Alberta) Ltd, construction of earthfill dam, channel, dyking, road diversion & timber bridge, St Mary Project.

Central Mortgage and Housing Corporation

Montreal Que: J R Grondin Ltee, *storm sewer work, Benny Farm. *Valcartier Que:* Massicotte & Fils Ltd, construction of sewer & water systems & roads. *Ajax Ont:* K J Beamish Construction Co Ltd, construction of roads & sidewalks. *Barrie/Ont:* E P A Construction Co Ltd, construction of housing units & walks. *Trenton Ont:* Borgstrom Bros Ltd, site improvement & planting.

Defence Construction (1951) Limited

Goose Bay Labrador: Terminal Construction Co Ltd, construction of various bldgs, roads, etc. *Bedford Basin N S:* Fundy Construction Co Ltd, construction of magazines, RCNAD. *Halifax N S:* Modern Construction Ltd, construction of seaward defence bldg; Terminal Construction Co Ltd, construction of sports field, Windsor Park; Fundy Construction Co Ltd, construction of QM & technical stores bldg & outside services, Windsor Park; Cameron Contracting Ltd, construction of steam distribution system (Stage 1), Willow Park; Foundation Maritime Ltd, construction of foundation piling for outside fitters & machine shop. *Camp Gagetown N B:* Dominion Structural Steel Ltd, supply, fabrication & erection of structural steel for detention barracks; R E Stewart Construction Corp, construction of junior ranks clubs; Dominion Structural Steel Ltd, supply, fabrication & erection of structural steel & steel joists for P T bldg; Atlas Construction Co Ltd, construction of detail issue supply depot; Atlas Construction Co Ltd, construction of theatre; Diamond Construction (1955) Ltd, construction of forestry headquarters bldgs. *Bagotville Que:* Provincial Engineering Ltd, rehabilitation of underground steam distribution system, RCAF Station. *Longue Pointe Que:* Walter G Hunt Co Ltd, construction of return stores bldg, inflammable

stores bldg, roads & outside services. *St. Hubert Que:* Gerard Sicotte Construction Co Ltd, construction of C E bldg & outside services, RCAF Station. *St Johns Que:* Terminal Construction Co Ltd, construction & landscaping of sports fields & surrounding areas, CMR; A Janin & Co Ltd, construction of physical & recreational training bldg, CMR. *Valcartier Que:* Freres Jobin Inc, construction of junior ranks club; Beaudet & Fils Enr, construction of concrete firing bay blast walls, CARDE. *Val d'Or Que:* Raymond Bourbonneau, grading, seeding & sodding, RCAF Station. *Ville La Salle Que:* Allied Building Services Ltd, cleaning & repointing of exterior masonry. *Barrie/Ont:* McKay-Cocker Ltd, construction of mess; M Sullivan & Son Ltd, construction of officers' quarters; H J McFarland Construction Co Ltd, construction of roads, installation of water & sewer services, grading. *Camp Borden Ont:* Shalamar Gardens Ltd, grading, seeding & sodding; Barelay Construction Ltd, construction of barrack block & outside services; Hughes Construction Co Ltd, construction of garage & outside services. *Long Branch Ont:* Matthew L Carroll (Ontario) Ltd, construction of return stores bldg & outside services. *London Ont:* Ellis-Don Ltd, construction of junior ranks club, Wolseley

Barracks; McKay-Cocker Construction Ltd, construction of officers' messes, conversion of existing boiler rooms & installation of underground steam lines. *Uplands Ont*: Canadian Comstock Co Ltd, construction of sewers, drains & watermains. *Camp Shilo Man*: Claydon Co Ltd, construction of sgts' mess & quarters; Maple Leaf Construction Ltd, asphalt surfacing & seal coating of roads. *Calgary Alta*: Burns & Dutton Concrete & Construction Co Ltd, construction of barrack blocks & mess, Sarcee Camp. *Cold Lake Alta*: Poole Construction Co Ltd, construction of armament bldg, stage 1 & 2; Poole Construction Co Ltd, revisions to trainer bldg; Foster Wheeler Ltd, conversion of central

heating plant from gas to oil burning fuel. *Edmonton Alta*: Bennett & White (Alberta) Ltd, construction of WO's & sgts' messes, Griesbach Barracks; Burns & Dutton Concrete & Construction Co Ltd, construction of officers' messes, Griesbach Barracks; Christensen & Macdonald Ltd, construction of QM & technical stores bldgs & outside services, Griesbach Barracks. *Penhold Alta*: International Water Supply Ltd, *exploratory well drilling, RCAF Station. *Chilliwack B C*: Smith Bros & Wilson Ltd, construction of RCE office, stores & workshop & outside services. *Comox B C*: A & B Construction Co Ltd, installation of concrete aeration tank, etc, sewage disposal plant, RCAF Station.

Building and Maintenance

Goose Bay Labrador: Terminal Construction Co Ltd, replacement of windows & other work in Control Tower, RCAF Station. *Aldershot N S*: Cameron Contracting Ltd, revisions to water supply system & pumphouse. *Amherst N S*: Rayworth Electrical Service, rewiring & relighting, armoury. *Greenwood N S*: Municipal Spraying & Contracting Ltd, patching & resurfacing of PMQ roads. *Halifax N S*: Standard Paving Maritime Ltd, construction of parking area, Willow Park. *Sydney N S*: Municipal Ready Mix Ltd, paving of perimeter road, Victoria Park. *Montreal Que*: Colt Contracting Co Ltd, cleaning, repointing, repairs & waterproofing of exterior masonry & brickwork, 4185 Cote des Neiges Road. *Valcartier Que*: Artistic Painting & Decorating Contractors, interior & exterior painting of PMQs; Brant Construction Co Ltd, clearing & grubbing of various areas.

Valleyfield Que: Frank's Contracting Co Ltd, installation of insulation & siding, drill hall. *Brantford Ont*: Tarry Construction Co, renovations to armoury. *Downsview Ont*: Wm Little, supply & erection of chain link security fence, RCAF Station. *Hagersville Ont*: Black Top Paving Co, construction of hardstanding area No 1, Stock Vehicle Park. *Picton Ont*: Geo A Crowe, landscaping, Military Camp. *MacDonald Man*: Norman H Woods & Assoc Ltd, treatment of mounds & flat areas, explosive storage bldg, RCAF Station. *Rivers Man*: Norman H Woods & Assoc Ltd, treatment of mounds & flat areas, explosive storage bldg, RCAF Station. *Prince Albert Sask*: Horne Construction, installation of tile flooring in drill hall, Armoury. *Cold Lake Alta*: Young Electric Ltd, provision of power to GCA hardstands. *Vancouver B C*: James T Doyle Ltd, cleaning, repointing & repairs, Beatty Street Armoury.

Department of Defence Production

(October Report)

Dartmouth N S: Northern Roofing & Metal Workers Ltd, replacement of tar & gravel roofing on bldgs, RCNAD; Cosgrove Bros Ltd, exterior & interior painting of hangers, RCN Air Station. *Halifax N S*: Parker Bros Ltd, exterior painting of PMQs, RCAF Station, Beaver Bank. *Sydney N S*: Municipal Ready Mix Ltd, paving of parade square, Victoria Park. *Montreal Que*: A Faustin Co Ltd, installation of aluminum sash windows, Canadian Grenadier Guards Armoury. *Quebec Que*: Allied Building Services Ltd, cleaning & repointing of bldg, A C & W U (Aux) Sqdn. *St Jean Que*: Lord & Burnham Co Ltd, construction of greenhouse range, CMR; J R Theberge Enrg, removal of snow, CMR. *Three Rivers*

Que: La Pepiniere des Laurentides, property improvements. *Valcartier Que*: C Jobin Ltd, erection of extension to loading platform at bldgs 6 & 7. *Camp Borden Ont*: Willard & Bluj, exterior painting of PMQs, RCAF Station; Nap Beauchamp Construction Co, construction of workshop, RCAF Station. *Kingston Ont*: Colt Contracting Co Ltd, cleaning, repairing & repointing of masonry, Roselawn House. *London Ont*: Towland Construction Co Ltd, repairs to concrete aprons, RCAF Station. *Toronto Ont*: Chas Marchant, repairing, replastering & painting, Fort York Armoury. *Trenton Ont*: H J McFarland Construction Co Ltd, construction of addition to photographic bldg, RCAF Station; Canada Barrels & Kegs

Ltd, installation of storage tank, #6 Repair Depot, RCAF Station. *Shilo Man*: Maple Leaf Construction Ltd, construction of asphalt roads & seal coating of roads; Veterans' Construction Ltd, crushing, handling & hauling of gravel, #21 Works Coy, RCE. *Winnipeg Man*: Dominion Steel & Coal Corp Ltd, installation of chain link fence, Fort Osborne Barracks. *Dundurn Sask*: Myers Construction Co Ltd, installation of water lines. *Calgary Alta*: F Neilson & Son, repairing of

roofs, #11 Supply Depot. *Clareholm Alta*: Les Cookshaw, painting of hangers, RCAF Station. *Penhold Alta*: Canadian Pacific Railway Co, relocation & grading of railroad spur, RCAF Station. *Wainwright Alta*: J M King Construction Co Ltd, loading, hauling & spreading of clay; McCready Johansson Ltd, re-roofing of bldgs. *Kamloops B C*: J T Devlin & Co Ltd, sealing & waterproofing exterior surfaces of bldgs, RCNAD.

National Harbours Board

Halifax Harbour N S: McDonald Construction Co Ltd, construction of office & hot room bldg, shed 27. *Montreal Harbour Que*: The Foundation Co of Canada Ltd, construction of wharf extension, Sections 58-61; Anglin-Norcross (Quebec) Ltd, construction of extension to transit shed 40; The Foundation Co of Canada Ltd, con-

struction of approach walls & ramps, Pie IX Subway. *Prescott Ont*: Dennisteel Corporation Ltd, installation of exits & fire escapes at Elevator. *Vancouver Harbour B C*: J T Devlin & Co Ltd, repairs to bin walls, Elevator No 1 Annex & Elevator No 3; Commonwealth Construction Co Ltd, rehabilitation of Elevator No 2.

Department of Public Works

Bonavista Nfld: Cabot Construction & Supplies Ltd, general improvements to grounds, federal bldg; Colonial Construction Co Ltd, installation of catch basins & fencing. *Harbour Grace Nfld*: Saunders, Howell & Co Ltd, construction of RCMP detachment quarters. *Port Union Nfld*: Fishermen's Union Trading Co, construction of post office bldg. *Arisaig N S*: Chisholm Construction Co Ltd, wharf repairs. *L'Archeveque N S*: MacDonald, MacDonald, MacDonald & MacDonald, construction of groyne. *Nyanza N S*: Campbell & McIsaac, wharf repairs & extension. *Sydney N S*: Kenney Construction Co Ltd, construction of public bldg. *North Sydney N S*: North Sydney Marine Railway Co Ltd, *repairs & renewals to scow "PWD No 166". *Tatamagouche N S*: R T Morrison Co, construction of public bldg. *Chatham N B*: Modern Construction Ltd, construction of federal bldg. *Emily's Point (Little Shemogue) N B*: J W McMulkin & Son Ltd, construction of wharf. *Fredericton N B*: M F Schurman Co Ltd, construction of garage, Science Service Laboratory. *St Stephen N B*: Modern Construction Ltd, construction of Customs & Immigration bldgs. *Woodward's Cove N B*: Diamond Construction (1955) Ltd, repairs to breakwater extension. *Bonaventure Que*: Dimock & McLellan Reg'd, *dredging. *Grosse Ile Que*: J P A Normand Inc, wharf reconstruction. *Riviere Caplan Que*: Bert Dimock, *dredging. *Quebec Que*: Royalmount Construction Ltd, reconstruction & extension, Queen's wharf. *Ste Angele de Laval Que*: Regional Asphalt Ltd, wharf

improvements (bituminous concrete pavement). *Sainte-Marie-de-Beauce Que*: Giguere & L P Lacroix, addition & alterations to public bldg. *Sept Iles Que*: Les Constructions du St Laurent Ltee, rectification work. *Sorel Que*: Lucien Lachapelle, reconstruction of icebreakers. *Atikokan Ont*: F W Sawatzky Ltd, construction of post office bldg. *Bowmanville Ont*: Bradford-Hoshal Assoc Ltd, construction of federal bldg. *Colchester Ont*: Dean Construction Co Ltd, extension to breakwater. *Lively Ont*: Carrington Construction Co Ltd, construction of public bldg. *Ottawa Ont*: George Cashman Ltd, addition & alterations to Animal Husbandry Bldg, Central Experimental Farm; Leopold Beaudoin Construction Ltd, construction of bldgs for Geodetic Observatory & Magnetic Testing Laboratory, Central Experimental Farm; C Howard Simpkin Ltd, construction of electrical substation & installation of underground cable, Parliament Bldgs; Steel Equipment Co Ltd, installation of shelves & cleaning tables, Archives storage bldg, Tunney's Pasture. *Owen Sound Ont*: Thomas Construction Co Ltd, construction of federal bldg. *Pigeon River Ont*: Alex Zoldy, construction of pumphouse & installation of water pipe. *Port Colborne Ont*: Intrusion-Prepakt Ltd, repairs to west breakwater & headblock. *Sombra Ont*: Russell Construction Ltd, wharf repairs & improvements. *Tilbury Ont*: Dean Construction Co Ltd, addition & alterations to public bldg. *Toronto Ont*: The Cementation Co (Canada) Ltd, harbour repairs & improvements. *Lynn Lake Man*: W C Wells Construction Co Ltd, construction

of federal bldg. *Unity Sask*: Shoquist Construction Ltd, construction of public bldg. *Edmonton Alta*: Poole Construction Co Ltd, relocation of & alterations to Units 6, 7 & 8, Charles Cammell Hospital. *Alert Bay B C*: L K Creelman Co Ltd, float renewal. *Castlegar B C*: Columbia Builders Ltd, construction of public bldg. *Hope Bay B C*: Pacific Pile Driving Co Ltd,

approach & float renewal. *New Westminster B C*: Fraser River Pile Driving Co, repairs to Fisheries Station. *New Westminster (Annacis Slough) B C*: Pacific Pile Driving Co Ltd, construction of wharf. *Nootka B C*: West Coast Ventures Ltd, wharf repairs. *Robson East B C*: Donish & Wadds Contractors, wharf reconstruction.

St. Lawrence Seaway Authority

Lachine Section Que: Northern Construction Co & J W Stewart Ltd, excavation of channel, Station 752 + 00 to 900 + 00 & construction of dyke, Station 710 + 00 to 900 + 00.

Department of Transport

Goose Bay Labrador: Terminal Construction Co Ltd, construction of dwellings. *Gander Nfld*: Concrete Products (Nfld) Ltd, construction of access road; Kenney Construction Co Ltd, construction of Terminal bldg. *Charlottetown P E I*: Dickies Radio & Electrical Co Ltd, installation of runway lights. *Dartmouth N S*: Trynor Construction Co Ltd, additional airport development. *Halifax N S*: Diamond Construction (1955) Ltd, additional airport development. *Sydney N S*: M R Chappell, construction of radio beacon bldg & related work. *Sydney South Bar N S*: Maritime Builders Ltd, construction of concrete pier & fog alarm bldg. *Ancienne Lorette Que*: Emile Frenette Ltee, construction of Terminal bldg. *Cartierville Que*: Lewis Bros Asphalt

Paving Ltd, construction of connecting taxiway at airport. *Lachine Que*: Steel Structure & Services Ltd, widening of roadway & installation of sidewalk over bridges, Lachine Canal. *Quebec Que*: Davie Shipbuilding Co Ltd, *construction of ice-breaker, lighthouse supply & buoy vessel. *Seven Islands Que*: H J O'Connell Ltd, rehabilitation of water supply system. *Malton Ont*: McKay-Cocker Construction Ltd, alterations & extension to apron bldg. *Winnipeg Man*: Bird Construction Co Ltd, reconstruction of hangar aprons. *Yorkton Sask*: General Gravel Surfacing Co Ltd, additional airport development. *Grande Prairie Alta*: P W Graham & Sons Ltd, construction of dwellings & related work. *Smithers B C*: Bovill & Hann, construction of dwelling.

Housing Built in October Sets New Record: 17,365

Canadian builders completed a record month's total of 17,365 new dwelling units last October—33 per cent more than a year earlier—to boost total completions in the first ten months of 1955 to 101,242 units. This was a gain of 28 per cent over the 79,327 completed to the end of October in 1954.

October starts were also up a sharp 41 per cent to 18,491 from 13,097 in 1954, raising the total of units started in the ten-month period by 25 per cent, to 121,118 from 97,424 the previous year.

At the end of October 1955 there were 89,219 units under construction, 13,763 or 18 per cent more than on the same date in 1954.

U.S. Housing Starts Decline in October

Non-farm housing starts in the United States declined to 107,000 units in October, the U.S. Bureau of Labor Statistics has announced. The 5-per-cent decrease between September and October was about as expected for the time of year.

Starts in October were within 4 per cent of the record for the month set in 1954 and bring the total for the first ten months of 1955 to more than 1,161,000 units. This is second only to the ten-month record of 1,215,000 starts in 1950.

The 106,600 privately-owned units started in October represent a seasonally adjusted annual rate of 1,242,000 units, about the same as the 1,230,000 adjusted rate in September.

Wages, Hours and Working Conditions

Working Conditions in Motor Vehicles and Parts Industries, April 1955

Five-day, 40-hour week predominates: nine-tenths of workers in these industries are in establishments on this schedule. Almost half the establishments (but only 10% of the workers) work more than 40 hours

The five-day, 40-hour week is the predominant arrangement of working hours in the motor vehicles and motor vehicle parts and accessories industries, according to the latest annual survey of working conditions. Nine-tenths of the workers in these industries are in establishments which have a normal work week of 40 hours. However, almost half of the establishments in the two industries work more than 40 hours, although these are smaller establishments and employ only 10 per cent of the workers.

The survey, made in April 1955 by the Economics and Research Branch, covered 83 establishments employing 49,053 plant workers. Seventeen of the reporting establishments with 32,529 of the employees are in the motor vehicles industry, and the remainder, 66 plants with 16,524 employees, are in the motor vehicle parts and accessories industry. Most of the establishments (65) and employees (48,233) are in Ontario.

The survey dealt with such subjects as the standard work week, vacations with pay, paid statutory holidays, sickness absence provisions, pay practice and pension and insurance plans. A summary of the results is given in the accompanying table.

The survey reveals considerable uniformity of working conditions in the larger establishments in the industry, but greater variety in the practices followed in the smaller establishments.

Standard Work Week—At April 1955, 90 per cent of the plant workers covered in the survey were in establishments that reported 40 hours as the standard work week; the proportion was 93 per cent in the motor vehicles industry, and 84 per cent in motor vehicle parts and accessories. However, in terms of establishments, only 55 per cent of those covered in the survey worked a 40-hour week; most of the remainder reported standard hours of 44 or 45 per week.

The five-day week was reported by all but 13 establishments. These 13 plants, however, employed less than 1 per cent of the total workers.

Vacations With Pay—Ninety-five per cent of the surveyed workers were employed in establishments (68) that reported two weeks with pay after five years of service or less. The most common service requirement for two weeks with pay is five years. More than one-half of the surveyed workers are in plants that reported this practice; more than one-third are in plants that call for only three years' service.

By industry, practically all of the employees in the motor vehicles industry are in establishments that require either three or five years' service, with the greater number (more than one-half) in establishments requiring the latter. In the motor vehicle parts and accessories industry about three-quarters of the employees are in establishments that require either of these two service requirements for two weeks' vacation. More than one-half are in plants calling for five years of service. Almost 10 per cent of the employees in this latter industry are in plants which reported only a one-year service requirement for two weeks with pay.

Thirty-seven of the establishments, reporting for more than 90 per cent of the employees in the survey, had provisions for three weeks' vacation with pay. Fifteen years is by far the most common service requirement. Almost 90 per cent of the employees in the motor vehicle industry are in plants reporting three weeks' vacation after 15 years of service and, in the motor vehicle parts and accessories industry, 70 per cent are in plants reporting this same practice.

Four weeks with pay was reported by only three establishments, all in the motor vehicle parts and accessories industry, after service requirements of 15, 20 and 25 years respectively.

**WORKING CONDITIONS OF NON-OFFICE EMPLOYEES IN THE MOTOR VEHICLE
AND MOTOR VEHICLE PARTS AND ACCESSORIES INDUSTRIES, APRIL 1, 1955**

	Estab- lishments	Employees	Percentage of Employees
Survey Coverage.....	83	49,053	100.0
<i>Standard Weekly Hours</i>			
40.....	46	44,236	90.2
Over 40 and Under 44.....	12	1,438	2.9
44.....	11	1,659	1.4
45.....	9	2,613	5.3
Over 45.....	5	107	.2
On a 5-day week.....	70	48,660	99.2
<i>Vacation with Pay</i>			
One Week with Pay			
After: 1 Year or less.....	76	48,550	99.0
Service not specified.....	2	194	.4
Two Weeks with Pay			
After: 1 Year.....	9	1,594	3.2
2 Years.....	6	194	.4
3 Years.....	23	17,947	36.6
5 Years.....	30	26,757	54.5
Other periods.....	9	2,329	4.7
Three Weeks with Pay			
After: 15 Years.....	28	40,773	83.1
20 Years.....	5	2,176	4.4
25 Years.....	2	515	1.0
Other periods.....	2	856	1.7
Four Weeks with Pay.....	3	1,101	2.2
<i>Paid Statutory Holidays</i>			
None.....	5	113	.2
Less than 6.....	4	178	.4
6.....	9	16,565	33.8
7.....	10	12,886	26.3
8.....	49	19,123	39.0
9.....	3	66	.1
No information.....	3	122	.2
<i>Sickness Absence Provisions</i>			
Wages or salary continued.....	6	985	2.0
Insurance plan or equivalent providing cash compensation.....	57	38,554	78.6
Combination of above.....	4	8,677	17.7
No provisions.....	14	796	1.6
No information.....	2	41	.1
<i>Pay Practice</i>			
Frequency of Pay-Day			
Weekly.....	59	30,194	61.6
Every 2 weeks.....	18	18,607	37.9
Twice a month.....	4	96	.2
Other (1).....	1	136	.3
No information.....	1	20	.0
Method of Payment			
By cheque.....	59	45,314	92.4
Cash.....	23	3,725	7.6
No information.....	1	14	.0
<i>Pension and Insurance Plans</i>			
Pension plan.....	28	32,614	66.5
Group life insurance.....	68	46,710	95.2
Hospitalization.....	73	48,788	99.5
Surgical benefits.....	71	48,374	98.6
Physicians' services in hospital.....	61	46,544	94.9
Physicians' home and office calls.....	51	44,789	91.3
Insurance plans providing cash compensation.....	60	41,035	83.7

(1) Practice not uniform for all employees.

Paid Statutory Holidays—Ninety-nine per cent of the workers in the survey are in 68 establishments stating that they gave six, seven or eight paid statutory holidays. Eight holidays were given by the largest number of establishments, but the workers in the survey were fairly evenly divided between six, seven and eight days.

Sickness Absence Provisions—By far the most important sickness absence provision is an insurance plan or equivalent. More than two-thirds of the establishments, employing more than three-quarters of the workers in the survey, provide for this type of cash compensation. By industry, it is found that almost three-quarters of the employees in the motor vehicle industry and about nine-tenths of the employees in the motor vehicle parts and accessories industry are employed in plants which have this type of protection. Almost 25 per cent of the workers in motor vehicles and five per cent of the workers in parts and accessories are in plants which have a combination insurance plan and continuation of wages and salaries.

Pay Practice—The weekly pay day was the most commonly reported practice. Pay by cheque was the most common method of payment reported. More than 92 per cent of the workers in the survey are employed by establishments reporting this method of payment.

Insurance and Health Plans—Group life insurance and medical benefit plans are found in all the larger establishments but are absent in a few of the smaller ones. Establishments reporting hospitalization and surgical benefit plans cover almost all of the employees in the survey, while those reporting the other types of medical benefit plan cover more than 90 per cent of the workers. In plans applying to plants employing about half the workers the employer pays the whole cost of the plan.

Pension Plans—Pension plans occur less frequently, being found in establishments employing two-thirds of the workers in the survey. Only one-third of the establishments reported such plans. About 24,000 workers are in plants where the employer pays the full cost of the pension premiums.

Strikes and Lockouts

Canada, November 1955*

There was little change in the number of man-days lost in work stoppages arising out of industrial disputes during the month compared with the previous month. In both periods, and in November 1954, the idleness was substantial.

Three disputes were responsible for 90 per cent of the time lost during the month. These involved: motor vehicles and parts, diesel locomotive, stove, refrigerator and air conditioning factory workers at London, Oshawa, St. Catharines, Toronto and Windsor, Ont.; aircraft factory workers at Downsview, Ont.; and wire and cable factory workers at Toronto, Ont.

The issue of increased wages and related questions was a factor in 15 of the 24 disputes in existence during November. Of the other stoppages, five arose over dismissals, suspensions and layoffs, three over causes affecting conditions of work and one was a sympathy stoppage.

Preliminary figures for November 1955 show a total of 24 strikes and lockouts in existence, involving 21,296 workers, with a time loss of 379,200 man-days, compared

with 21 strikes and lockouts in October 1955, with 23,368 workers involved and a loss of 378,760 days. In November 1954, there were 24 strikes and lockouts, 20,645 workers involved and a loss of 326,843 days.

For the first 11 months of 1955, preliminary figures show a total of 144 strikes and lockouts, involving 56,223 workers, with a time loss of 1,525,208 man-days. In the same period in 1954 there were 168 strikes and lockouts, 61,949 workers involved and a loss of 1,234,339 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in October and November 1955 was 0.45 per cent of the estimated working time; November 1954, 0.39 per cent; the first 11 months of 1955, 0.17 per cent; and the first 11 months of 1954, 0.13 per cent.

Of the 24 stoppages in existence during November, one was settled in favour of the workers, three in favour of the employers, three were compromise settlements and five were indefinite in result, work being resumed pending final settlement. At the end of the month 12 disputes were still in existence.

*See Tables G-1 and G-2 at back of book.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: composers, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, Que., on February 23, 1954; radio parts factory workers at Toronto, Ont., on November 1, 1954; and lumber mill workers at Saint John, N.B., on May 26, 1955.)

Other Countries

(The latest information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in September 1955 was 251 and 28 were still in progress from the previous month, making a total of 279

during the month. In all stoppages of work in progress, 67,500 workers were involved and a time loss of 227,000 days caused.

Of the 251 disputes leading to stoppages of work that began in September, 32, directly involving 7,500 workers, arose over demands for advances in wages, and 100, directly involving 13,800 workers, over other wage questions; six, directly involving 900 workers, over questions as to working hours; 33, directly involving 17,900 workers, over questions respecting the employment of particular classes or persons; 73, directly involving 6,600 workers, over other questions respecting working arrangements; three, directly involving 3,000 workers, over questions of trade union principles; and four, directly involving 4,700 workers, were in support of workers involved in other disputes.

United States

Preliminary figures for October 1955 show 400 work stoppages resulting from labour-management disputes beginning in the month, involving 225,000 workers. The time loss for all work stoppages in progress during the month was 2,600,000 man-days. Corresponding figures for September 1955 were 400 stoppages involving 240,000 workers and a loss of 2,800,000 days.

Prices and the Cost of Living*

Consumer Price Index, December 1, 1955

The consumer price index (1949=100) remained unchanged during the last quarter of 1955, standing at 116.9 for October, November and December.

Between November 1 and December 1 a decrease in foods was sufficient to offset increases in three of the four other group indexes.

The food index declined 0.5 per cent from 113.0 to 112.4 as lower prices were recorded for eggs and all cuts of beef and pork, particularly pork loins. Substantially higher prices were reported for oranges, and slight increases for practically all fresh vegetables.

An increase in the shelter index from 130.6 to 131.0 was due to slight upward movements in rents, residential property taxes and repairs. An advance in the clothing index of 0.6 per cent to 108.5

resulted almost entirely from higher prices for women's fur coats. Household operation moved from 116.5 to 116.6 as higher prices for coal, laundry, dry cleaning and shoe repairs more than offset lower prices for some household supplies and floor coverings. The other commodities and services component was unchanged at 118.3.

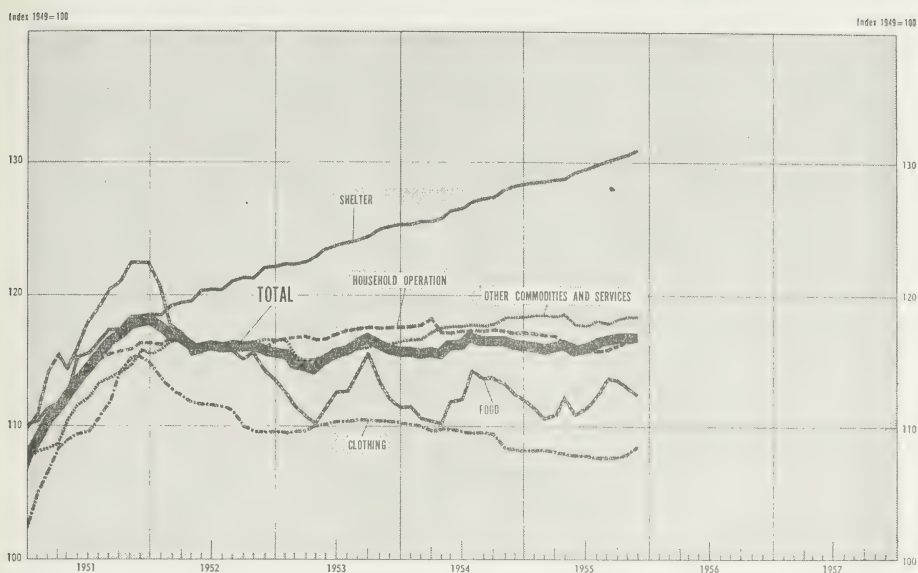
The index one year earlier (December 1, 1954) was 116.6. Group indexes on that date were: food 112.6, shelter 128.2, clothing 108.1, household operation 117.1 and other commodities and services 118.2.

City Consumer Price Indexes, November 1955

Consumer price indexes (1949=100) for ten regional cities registered only slight changes between October 1 and November 1, 1955; four moved lower, four were higher, and two remained unchanged. The maximum change recorded in any city was 0.3 per cent, the Toronto index recording a decrease of that amount and the Winnipeg index a corresponding increase.

*See Tables F-1 and F-2 at back of book.

CONSUMER PRICE INDEX FROM JANUARY 1951



Changes at group index levels were mixed, foods being the only group to show a relatively consistent movement from city to city. Food indexes decreased in eight of the ten cities, declines ranging from 0.1 per cent in Vancouver to 1.5 per cent in Toronto. Beef prices were fractionally lower in all cities except Edmonton and lower prices for pork were reported from all centres. Coffee prices were up in all ten cities.

Shelter indexes advanced slightly in five cities and were unchanged in the other five. Clothing indexes were practically unchanged, moving no more than 0.1 per cent in any city, with four indexes up, two down, and four remaining the same. Household operation increased in Montreal and Toronto, largely as a result of higher coal prices, and in Vancouver following increases in homefurnishings. The decline in the Winnipeg index of other commodities and services followed a decrease in the price of gasoline, while the higher indexes recorded for Ottawa, Toronto and Saskatoon-Regina were largely due to higher theatre admissions in these cities, except Regina, and sharply higher prices for men's haircuts in Saskatoon.

Regional consumer price index point changes between October 1 and November 1 were as follows: Toronto -0.4 to 119.0; St. John's -0.2 to 104.6;† Saint John -0.2 to 117.6; Edmonton-Calgary -0.1 to 115.1; Winnipeg +0.3 to 116.9; Mont-

real +0.1 to 117.1; Saskatoon-Regina +0.1 to 115.6; Vancouver +0.1 to 118.6. Halifax and Ottawa remained unchanged at 114.9 and 117.7 respectively.

Wholesale Prices, November 1955

The general wholesale price index (1935-39=100) rose to 220.7 for November, 0.3 per cent above the October level of 220.0 and 2.7 per cent above the November 1954 level of 214.9. Six of the eight major groups advanced, one receded and one remained unchanged.

Vegetable products moved up 0.5 per cent from 190.7 to 191.6, animal products down 1 per cent from 223.6 to 221.3. Fibres, textiles and textile products remained stationary at 226.1 while wood, wood products and paper climbed 1.5 per cent from 298.5 to 303.1.

Iron and its products rose 0.2 per cent from 227.1 to 227.6, non-ferrous metals 0.5 per cent from 199.5 to 200.5. Non-metallic minerals edged up 0.1 per cent from 176.3 to 176.4.

Chemicals and allied products were slightly higher, rising 0.1 per cent from 177.7 to 177.9.

Canadian farm product prices at terminal markets remained practically unchanged between October and November, moving from 196.8 to 196.9. Field products rose 1 per cent from 151.7 to 153.2, the animal products index dropped 0.6 per cent from 241.9 to 240.5.

†On base June 1951=100.

Residential building material prices were fractionally lower in November, at 286·7 compared with 286·8 in October. There were price declines for fir dimension and western cedar siding but these were almost entirely offset by scattered minor increases in plumbing, heating, electrical equipment and insulation materials.

Non-residential building materials (1949=100) changed from 125·9 to 126·0. Higher prices, chiefly for copper items and insulation materials, overbalanced decreases in fir lumber.

U.S. Consumer Price Index, November 1955

The United States consumer price index (1947-49=100) edged upward one-tenth of 1 per cent from mid-October to mid-November, the Bureau of Labor Statistics

reported, rising from 114·9 to 115·0, the highest point reached in 1955 and the same as in August 1954. In November 1954 the index was 114·6.

The November 1955 index was only 0·3 per cent below the peak established in October 1953.

U.K. Index of Retail Prices, September 1955

The United Kingdom index of retail prices, compiled by the Ministry of Labour, jumped 0·7 per cent, from 112·5 to 113·2 (Jan. 1952=100), between mid-August and mid-September 1955. The rise brought the index back to one-tenth of a point below the July reading.

In mid-September 1954 the index was 108·2.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 89.

Economic Conditions

1. CHAMBER OF COMMERCE OF THE UNITED STATES OF AMERICA. COMMITTEE ON ECONOMIC POLICY. *Can We Depression-Proof Our Economy?* Report. Washington, 1955. Pp. 28.

This report "suggests appropriate private and business policies designed to fortify us against serious contractions of the economy".

2. UNITED NATIONS, ECONOMIC AND SOCIAL COUNCIL. *Report covering the Period from 7 August 1954 to 5 August 1955.* New York, 1955. Pp. 118.

Education

3. BLAUCH, LLOYD EBLOUK, ed. *Education for the Professions.* Washington, U.S. Office of Education, 1955. Pp. 317.

"Most of the chapters were originally published as articles in the Office of Education periodical *Higher Education*." Cf. Preface.

4. HARTMANN, HEINZ. *Education for Business Leadership: The Role of the German "Hochschulen" (universities).* European Productivity Agency project No. 346. Paris, Organization for European Economic Co-operation, 1955. Pp. 116.

A discussion of what West German universities can contribute to the education of young men to alleviate the shortage of trained executives in industry. A study prepared for the Industrial Relations Center, University of Chicago.

Employment Management

5. HUNT, ARCH W. *A Realistic Appraisal of Employee Evaluation.* Waco, Texas, School of Business, Baylor University, 1955. Pp. 22.

The author discusses the rating of employees.

6. MILLS, GEOFFREY J. *Incentives for the Clerical Worker.* London, Incorporated Accountants' Research Committee, 1954. Pp. 8.

A Paper presented at the Management Accounting Course at Balliol College, Oxford, in September 1954.

7. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Pension Plans and Their Administration* by F. Beatrice Brower. New York, 1955. Pp. 53.

8. PATERSON, DONALD GILDERSLEEVE. *What Have We Learned in Twenty Years and Placement?* Minneapolis, University of Minnesota, 1954. Pp. 16.

This report was prepared for the Twelfth annual Industrial Relations Conference at the University of Minnesota, April 7, 1954. Abbreviated bibliographic history of personnel testing and selection procedures. Pp. 4. A review of some of the literature on employee selection and ability tests.

9. PERSONNEL ADMINISTRATION, LIMITED. *Training Operatives. The P.A. Analytical Method of Training.* [London? 1955?] Pp. 10.

Describes a method for training workers.

10. U.S. CIVIL SERVICE COMMISSION. *Evaluating Your Personnel Management.* Washington, G.P.O., 1954, i.e. 1955. Pp. 88.

11. U.S. DEPARTMENT OF THE ARMY. *Promoting the Will to Work; Guide to Sound Management-Employee Relations.* Washington, G.P.O., 1955. Pp. 78.

This pamphlet points out that "sound management-employee relations are considered essential to economical and efficient operations simply because it is possible to get a better day's work from supervisors and employees alike when mutually satisfactory relationships exist among them."

Industrial Mobilization

12. U.S. CONGRESS. JOINT COMMITTEE ON DEFENSE PRODUCTION. *Defense Production Act. Progress report No. 30.* Washington, G.P.O., 1955. Pp. 66.

Hearing before the Joint Committee on Defense Production, Congress of the United States, Eighty-Fourth Congress, First Session to hear Dr. Arthur S. Flemming, Director, Office of Defense Mobilization, on Progress of Defense Mobilization Program. April 15, 1955.

13. U.S. CONGRESS. JOINT COMMITTEE ON DEFENSE PRODUCTION. *Defense Production Act. Progress report No. 31.* Washington, G.P.O., 1955. Pp. 79.

Hearing before the Joint Committee on Defense Production, Congress of the United States, Eighty-Fourth Congress, First Session, to hear Witnesses on the Activities of the Interior Department under the Defense Production Act. June 9, 1955.

Industrial Relations

14. PATERSON, DONALD GILDERSLEEVE. *Professionalism in the Field of Industrial Relations.* Minneapolis, University of Minnesota, 1948. Pp. 3.

Speech delivered at Sixth annual Industrial Relations Conference, March 18, 19, 1948, University of Minnesota.

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Labour Statistics

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED OCTOBER 22, 1955

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,619	114	425	1,602	2,034	987	457
Agricultural.....	780	*	51	160	210	329	26
Non-Agricultural.....	4,839	110	374	1,442	1,824	658	431
Males.....	4,339	95	335	1,242	1,516	800	351
Agricultural.....	751	*	46	158	200	319	24
Non-Agricultural.....	3,588	91	289	1,084	1,316	481	327
Females.....	1,280	19	90	360	518	187	106
Agricultural.....	29	*	*	*	10	10	*
Non-Agricultural.....	1,251	19	85	358	508	177	104
All Ages.....	5,619	114	425	1,602	2,034	987	457
14—19 years.....	535	15	41	195	168	87	29
20—24 years.....	721	17	54	237	239	127	47
25—44 years.....	2,610	53	190	736	956	454	221
45—64 years.....	1,535	26	118	387	587	276	141
65 years and over.....	218	*	22	47	84	43	19
<i>Persons with Jobs</i>							
All status groups.....	5,477	111	408	1,550	1,989	972	447
Males.....	4,222	92	320	1,199	1,480	788	343
Females.....	1,255	19	88	351	509	184	104
Agricultural.....	774	*	50	159	208	328	25
Non-Agricultural.....	4,703	107	358	1,391	1,781	644	422
Paid Workers.....	4,279	93	319	1,261	1,641	587	378
Males.....	3,136	76	242	936	1,170	427	285
Females.....	1,143	17	77	325	471	160	93
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	142	*	17	52	45	15	10
<i>Persons not in the Labour Force</i>							
Both Sexes.....	4,971	141	445	1,391	1,628	909	457
Males.....	934	37	91	233	295	173	105
Females.....	4,037	104	354	1,158	1,333	736	352

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended Oct. 22, 1955		Week Ended Sept. 17, 1955		Week Ended Oct. 23, 1954	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	154	143	150	135	196	187
Without Jobs.....	142	132	138	125	180	173
Under 1 month.....	61	—	66	—	66	—
1— 3 months.....	50	—	40	—	60	—
4— 6 months.....	14	—	14	—	28	—
7—12 months.....	10	—	10	—	17	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	12	11	12	10	16	14
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	10	*	*	*	11	*

⁽¹⁾ To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	303	63	233	199	32	906
1953—Average.....	72	329	70	252	218	35	976
1954—Average.....	72	323	68	261	239	36	999
1954—September.....	82	325	79	267	249	36	1,038
October.....	84	323	83	269	249	36	1,044
November.....	81	321	77	269	253	36	1,037
December.....	78	325	71	269	253	36	1,032
1955—January.....	71	318	60	257	250	35	991
February.....	68	327	57	257	252	35	996
March.....	59	330	56	259	257	36	997
April.....	59	336	63	266	253	36	1,013
May.....	69	340	72	273	258	37	1,049
June.....	77	346	86	279	265	38	1,091
July.....	80	346	86	283	260	38	1,093
August.....	81	353	92	282	261	39	1,108
September.....	81	355	92	285	273	39	1,125

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At October 1, employers in the principal non-agricultural industries reported a total employment of 2,676,436.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, (D.B.S.)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1952—Jan. 1.....	109.4	128.0	117.4	50.42	104.4	123.2	117.9	51.82
Feb. 1.....	107.4	132.7	123.8	53.19	105.3	132.6	125.9	55.35
Mar. 1.....	107.6	134.7	125.6	53.95	106.5	135.0	126.7	55.72
Apr. 1.....	107.5	135.5	126.4	54.32	107.0	137.7	128.6	56.55
May 1.....	107.2	135.2	126.5	54.34	107.3	138.1	128.6	56.55
June 1.....	110.3	138.4	125.9	54.08	108.5	138.6	127.6	56.09
July 1.....	112.1	140.4	125.6	53.96	108.8	138.6	127.2	55.95
Aug. 1.....	114.1	142.7	125.4	53.89	110.3	139.9	126.7	55.70
Sept. 1.....	115.2	145.8	127.0	54.55	112.8	144.7	126.2	56.35
Oct. 1.....	116.4	148.9	128.3	55.12	114.2	148.3	129.8	57.09
Nov. 1.....	116.2	150.1	129.5	55.65	113.6	149.1	131.1	57.65
Dec. 1.....	116.1	151.3	130.6	56.12	113.5	151.0	133.0	58.46
1953—Jan. 1.....	113.0	141.6	125.3	53.81	111.4	139.1	124.9	54.92
Feb. 1.....	110.3	145.6	132.0	56.72	111.9	149.7	133.8	58.82
Mar. 1.....	110.0	147.0	133.6	57.40	112.7	151.9	134.8	59.25
Apr. 1.....	110.0	146.7	133.4	57.33	112.9	152.6	135.2	59.43
May 1.....	110.9	148.2	133.9	57.52	113.1	152.9	135.2	59.43
June 1.....	112.4	151.5	134.4	57.72	113.4	154.0	135.2	59.43
July 1.....	114.9	154.5	134.0	57.57	114.7	155.0	134.5	59.16
Aug. 1.....	115.6	155.3	133.9	57.52	114.4	153.9	134.0	58.93
Sept. 1.....	116.6	157.0	134.1	57.61	115.6	155.4	133.8	58.83
Oct. 1.....	116.9	158.7	135.3	58.11	115.2	157.1	135.8	59.69
Nov. 1.....	115.9	157.4	135.3	58.14	113.1	155.0	136.4	59.98
Dec. 1.....	114.1	154.9	135.3	58.13	110.9	152.8	137.1	60.29
1954—Jan. 1.....	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1.....	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1.....	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1.....	105.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1.....	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1.....	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1.....	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1.....	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1.....	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1.....	113.4	157.1	137.9	59.25	108.1	151.8	139.6	61.39
Nov. 1.....	112.5	157.2	139.2	59.78	106.3	150.5	140.8	61.89
Dec. 1.....	112.1	156.2	138.7	59.59	105.4	149.7	141.2	62.07
1955—Jan. 1.....	109.1	149.2	136.1	58.49	103.2	143.5	138.3	60.80
Feb. 1.....	105.8	148	140.0	60.15	103.6	148.2	142.2	62.53
Mar. 1.....	105.6	150.3	141.7	60.86	105.7	152.5	143.5	63.11
Apr. 1.....	105.7	150.0	141.2	60.68	106.5	154.2	143.9	63.28
May 1.....	107.4	153.1	141.9	60.96	107.3	156.6	145.1	63.81
June 1.....	111.7	158.8	141.4	60.76	109.3	158.9	144.5	63.54
July 1.....	115.3	164.1	141.7	60.87	111.6	161.5	143.9	63.28
Aug. 1.....	116.1	166.0	142.3	61.13	111.4	161.0	143.7	63.18
Sept. 1.....	118.3	169.0	142.2	61.11	114.0	164.9	143.8	63.24
Oct. 1.....	118.3	170.0	143.1	61.46	113.2	165.7	145.5	63.99

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service.)

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

Source: Employment and Payrolls (D.B.S.)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Oct. 1 1955	Sept. 1 1955	Oct. 1 1954	Oct. 1 1955	Sept. 1 1955	Oct. 1 1954
(a) Provinces						
Newfoundland.....	147.3	144.1	143.5	54.43	55.88	55.15
Prince Edward Island.....	122.6	123.6	120.6	44.59	44.41	44.04
Nova Scotia.....	103.1	101.6	101.5	49.94	50.32	49.66
New Brunswick.....	110.9	111.4	102.0	51.57	51.49	50.85
Quebec.....	118.6	117.6	113.8	59.22	58.90	56.75
Ontario.....	116.8	117.0	111.8	64.17	63.47	61.61
Manitoba.....	109.5	109.6	109.2	58.62	58.60	56.96
Saskatchewan.....	124.0	126.3	123.6	58.77	58.81	56.51
Alberta (including Northwest Territories).....	142.6	143.8	135.5	62.30	62.66	60.70
British Columbia (including Yukon).....	120.2	121.8	113.6	66.31	65.94	64.45
Canada.....	118.3	118.3	113.4	61.46	61.11	59.25
(b) Metropolitan Areas						
St. John's.....	120.6	131.7	121.8	45.12	45.77	45.02
Sydney.....	89.9	89.7	92.5	60.93	62.46	60.92
Halifax.....	115.1	113.0	114.0	48.69	49.76	47.95
Saint John.....	98.8	96.5	95.8	47.74	49.57	47.70
Quebec.....	112.6	112.5	115.5	52.47	52.00	49.18
Sherbrooke.....	104.0	104.6	100.6	52.50	50.14	50.15
Three Rivers.....	110.4	111.2	108.6	58.82	59.02	56.21
Drummondville.....	77.1	76.7	70.9	53.67	53.08	51.72
Montreal.....	117.0	115.8	111.9	60.42	60.38	57.79
Ottawa—Hull.....	117.5	117.1	112.0	57.22	57.10	54.76
Peterborough.....	93.4	96.6	94.3	64.26	63.50	62.90
Oshawa.....	85.2	160.2	99.7	64.35	67.41	61.38
Niagara Falls.....	143.5	146.0	149.2	64.40	64.35	64.53
St. Catharines.....	106.3	119.7	111.2	72.39	70.15	67.39
Toronto.....	124.0	122.3	120.5	65.41	64.91	63.24
Hamilton.....	111.7	110.3	104.3	66.73	66.30	63.72
Brantford.....	87.0	84.4	83.7	60.22	59.23	58.35
Galt.....	101.3	101.0	97.0	56.55	55.56	55.02
Kitchener.....	109.2	109.4	102.9	60.80	59.70	57.36
Sudbury.....	132.9	133.5	135.9	77.26	76.69	73.33
London.....	113.5	114.6	111.2	58.76	58.86	57.52
Sarnia.....	126.8	126.1	114.2	75.51	74.14	73.17
Windsor.....	105.0	92.5	83.0	72.81	72.26	68.16
Sault Ste. Marie.....	120.3	122.0	98.6	72.72	73.85	67.05
Ft. William—Pt. Arthur.....	112.7	114.5	109.9	62.87	62.74	61.14
Winnipeg.....	107.4	107.2	107.0	56.26	56.03	54.30
Regina.....	118.7	119.1	119.6	56.07	56.47	54.22
Saskatoon.....	123.8	124.3	125.5	54.03	54.86	52.98
Edmonton.....	165.3	165.5	155.6	59.79	60.78	59.69
Calgary.....	146.7	148.8	138.3	59.71	59.70	58.75
Vancouver.....	111.9	113.6	104.8	64.90	63.61	61.99
Victoria.....	119.9	120.0	117.2	60.03	59.56	58.80

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls, (D.B.S.)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Oct. 1 1955	Sept. 1 1955	Oct. 1 1954	Oct. 1 1955	Sept. 1 1955	Oct. 1 1954
Mining.....	116.6	117.4	112.6	73.83	73.34	71.26
Metal mining.....	119.7	121.0	115.4	76.91	76.20	74.58
Gold.....	81.2	81.5	83.1	68.79	67.99	67.95
Other metal.....	155.6	157.8	145.5	80.86	80.16	78.11
Fuels.....	103.4	102.5	100.1	71.04	71.54	68.31
Coal.....	67.8	66.5	74.4	60.01	59.36	61.28
Oil and natural gas.....	220.8	221.5	185.2	82.21	83.59	77.66
Non-metal.....	143.3	147.9	138.8	68.36	66.54	65.41
Manufacturing.....	113.2	114.0	108.1	63.99	63.24	61.39
Food and beverages.....	119.0	124.6	118.4	54.40	54.62	52.83
Meat products.....	121.3	123.3	115.9	65.56	65.33	63.49
Canned and preserved fruits and vegetables.....	177.6	213.9	196.2	41.82	43.96	42.21
Grain mill products.....	107.3	106.7	107.0	62.62	62.18	60.16
Bread and other bakery products.....	109.0	110.0	101.7	53.90	53.74	52.01
Biscuits and crackers.....	99.0	100.6	101.1	48.63	47.72	45.77
Distilled and malt liquors.....	107.5	108.4	106.2	71.02	71.45	67.99
Tobacco and tobacco products.....	79.6	78.7	78.2	63.98	62.16	60.57
Rubber products.....	115.2	113.4	104.1	66.01	63.66	63.97
Leather products.....	88.5	87.7	86.5	44.78	44.63	41.85
Boots and shoes (except rubber).....	90.8	90.5	89.2	42.61	42.81	39.64
Textile products (except clothing).....	87.4	85.7	80.0	52.91	51.73	51.05
Cotton yarn and broad woven goods.....	88.5	87.3	79.4	51.24	49.97	48.21
Woolen goods.....	74.2	72.8	68.2	50.66	49.72	49.99
Synthetic textiles and silk.....	87.2	86.7	80.2	57.90	56.66	56.82
Clothing (textile and fur).....	95.1	93.1	93.1	42.00	42.04	41.37
Men's clothing.....	99.5	97.9	96.5	40.76	40.79	39.82
Women's clothing.....	95.3	92.9	96.7	41.74	42.83	41.27
Knit goods.....	84.0	82.0	80.2	43.85	43.08	43.66
Wood products.....	113.6	115.4	106.6	57.18	56.59	55.20
Saw and planing mills.....	119.6	122.2	110.9	58.48	57.90	57.20
Furniture.....	108.2	108.1	104.0	55.93	55.31	52.82
Other wood products.....	96.5	97.7	91.8	52.47	51.79	49.14
Paper products.....	123.1	124.4	118.0	75.61	75.84	72.11
Pulp and paper mills.....	126.4	128.8	121.8	80.88	81.16	77.25
Other paper products.....	115.3	113.5	108.8	61.51	61.13	58.07
Printing, publishing and allied industries.....	112.6	111.7	111.1	68.16	67.40	65.91
Iron and steel products.....	106.4	105.3	97.6	72.63	71.75	68.45
Agricultural implements.....	61.9	63.2	45.2	68.26	66.07	66.33
Fabricated and structural steel.....	130.1	129.9	130.3	75.49	74.72	72.92
Hardware and tools.....	105.5	103.9	98.3	67.21	66.93	65.48
Heating and cooking appliances.....	103.8	96.3	101.1	63.41	62.60	62.98
Iron castings.....	100.3	98.7	89.2	73.47	71.87	68.06
Machinery mfg.....	111.3	109.5	108.4	70.76	69.06	67.40
Primary iron and steel.....	114.9	115.4	95.1	79.51	78.81	72.84
Sheet metal products.....	113.9	114.8	110.0	70.51	72.47	66.14
Transportation equipment.....	122.6	128.6	121.1	72.26	69.03	69.64
Aircraft and parts.....	317.3	315.1	339.0	77.01	75.54	75.14
Motor vehicles.....	104.3	113.2	78.5	81.61	72.61	75.33
Motor vehicle parts and accessories.....	92.9	119.7	92.8	71.25	67.10	67.49
Railroad and rolling stock equipment.....	84.3	84.6	86.2	63.93	61.17	64.03
Shipbuilding and repairing.....	136.6	134.0	152.6	65.69	67.19	65.68
Non-ferrous metal products.....	129.5	128.8	120.2	73.73	73.05	70.51
Aluminum products.....	132.4	132.3	121.8	68.36	67.40	67.25
Brass and copper products.....	108.8	107.3	101.7	70.51	69.47	66.99
Smelting and refining.....	154.6	154.6	140.5	79.60	79.09	76.07
Electrical apparatus and supplies.....	143.4	140.3	132.1	68.90	68.68	67.02
Non metallic mineral products.....	131.5	133.1	116.3	67.12	66.66	64.81
Clay products.....	115.7	115.5	109.4	63.47	62.60	61.43
Glass and glass products.....	126.7	135.5	105.3	64.16	63.29	62.08
Products of petroleum and coal.....	129.7	130.4	122.8	90.20	88.73	85.91
Chemical products.....	124.0	124.7	122.1	70.66	70.14	67.20
Medicinal and pharmaceutical preparations.....	112.2	112.3	108.2	65.38	64.67	62.20
Acids, alkalis and salts.....	128.7	127.7	118.1	78.03	78.43	74.92
Miscellaneous manufacturing industries.....	106.3	103.6	106.5	55.03	54.81	53.85
Construction.....	137.5	138.9	127.7	63.21	63.14	61.34
Building and structures.....	138.0	138.6	129.2	65.58	68.78	66.28
Building.....	141.1	141.4	125.5	68.06	67.74	63.92
Engineering work.....	124.8	126.0	152.1	71.13	73.91	72.23
Highways, bridges and streets.....	136.7	139.5	125.3	54.50	54.91	53.29
Service.....	119.5	121.6	116.1	40.87	40.21	39.04
Hotels and restaurants.....	115.9	118.9	114.4	35.15	34.50	33.94
Laundries and dry cleaning plants.....	106.5	107.1	103.5	38.21	37.61	37.17
Industrial composite.....	118.3	118.3	113.4	61.46	61.11	59.25

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Oct. 1, 1955	Sept. 1, 1955	Oct. 1, 1954	Oct. 1, 1955	Sept. 1, 1955	Oct. 1, 1954
Newfoundland.	40.1	41.4	42.3	135.4	130.6	134.1
Nova Scotia.....	40.7	40.9	41.5	127.6	126.3	120.6
New Brunswick.	42.1	41.8	42.2	129.4	129.1	122.5
Quebec.....	42.9	42.7	42.3	130.8	130.4	127.1
Ontario.....	41.4	40.9	41.0	151.7	150.6	146.1
Manitoba.....	40.4	40.2	40.5	138.5	137.4	135.1
Saskatchewan	39.5	39.9	39.6	153.0	152.0	146.5
Alberta ⁽¹⁾	39.0	40.3	40.3	150.6	148.6	146.8
British Columbia ⁽²⁾	38.3	38.2	38.5	174.5	172.5	167.7

⁽¹⁾ Includes Northwest Territories.

⁽²⁾ Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (D.B.S.)

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1 1955	Sept. 1 1955	Oct. 1 1954	Oct. 1 1955	Sept. 1 1955	Oct. 1 1954	Oct. 1 1955	Sept. 1 1955	Oct. 1 1954
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	43-5	43-2	43-3	161-8	160-5	157-0	70.38	69.34	67.98
Metal mining.....	44-4	44-1	44-4	166-6	164-9	161-3	73.97	72.72	71.62
Gold.....	46-0	45-4	46-1	139-7	139-0	137-6	64.26	63.11	63.43
Other metal.....	43-7	43-5	43-4	181-1	178-7	175-2	79.14	77.73	76.04
Fuels.....	40-8	40-7	40-7	156-1	155-9	153-5	63.69	63.45	62.47
Coal.....	39-6	39-2	40-4	148-1	147-5	148-7	58.65	57.82	60.07
Oil and natural gas.....	43-6	44-3	41-3	173-4	173-1	168-3	75.60	76.68	69.51
Non-metal.....	44-6	43-5	44-0	151-8	150-4	146-0	67.70	65.42	64.24
Manufacturing.....	41-5	41-2	41-3	144-8	143-8	139-7	60.09	59.25	57.70
Food and beverages.....	40-5	42-0	42-0	121-6	118-7	114-9	49.25	49.85	48.26
Meat products.....	40-0	39-8	40-0	154-2	152-9	148-7	61.68	60.85	59.48
Canned and preserved fruits and vegetables.....	40-0	45-1	44-7	95-1	91-2	89-8	38.04	41.13	40.14
Grain mill products.....	42-7	43-4	42-1	140-1	140-0	136-8	59.82	60.76	57.59
Bread and other bakery products.....	43-8	43-6	43-5	110-3	110-1	104-5	48.31	48.00	45.46
Distilled and malt liquors.....	39-7	39-9	39-8	163-1	164-1	155-6	64.75	65.48	61.93
Tobacco and tobacco products.....	41-8	40-1	40-3	146-0	145-5	141-2	61.03	58.35	56.90
Rubber products.....	42-0	40-8	41-9	150-3	147-8	145-2	63.13	60.30	60.84
Leather products.....	40-9	40-7	38-7	102-2	101-7	99-6	41.80	41.39	38.55
Boots and shoes (except rubber).....	40-4	40-4	37-6	98-3	97-8	96-2	39.71	39.51	36.17
Textile products (except clothing).....	43-3	42-5	42-7	112-1	111-8	109-6	48.54	47.52	46.80
Cotton yarn and broad woven goods.....	42-4	41-4	40-6	113-0	113-7	111-5	47.91	47.07	45.27
Woollen goods.....	43-8	43-3	44-0	105-7	104-8	104-6	46.30	45.38	46.02
Synthetic textiles and silk.....	45-1	44-0	45-2	116-6	116-4	114-1	52.59	51.22	51.57
Clothing (textile and fur).....	38-7	38-7	37-7	97-8	97-9	98-7	37.85	37.89	37.21
Men's clothing.....	38-1	38-3	37-0	96-9	96-5	97-8	36.92	36.96	36.19
Women's clothing.....	36-3	37-1	35-3	102-9	103-7	103-5	37.35	38.47	36.54
Knit goods.....	41-5	40-6	40-4	96-9	96-9	98-0	40.21	39.34	39.92
*Wood products.....	42-5	42-4	42-3	129-8	128-6	126-2	55.17	54.53	53.38
Saw and planing mills.....	41-6	41-7	41-9	137-1	135-3	133-8	57.03	56.42	56.06
Furniture.....	44-6	44-1	43-5	118-4	118-6	114-8	52.81	52.30	49.94
Other wood products.....	43-5	43-5	42-7	113-8	112-2	108-4	49.50	48.81	46.29
Paper products.....	42-5	42-7	42-4	168-3	168-9	161-1	71.53	72.12	68.31
Pulp and paper mills.....	42-4	42-8	42-5	180-7	180-7	172-0	76.62	77.34	73.10
Other paper products.....	42-8	42-5	42-0	131-9	132-4	127-2	56.45	56.27	53.42
Printing, publishing and allied industries.....	40-3	39-9	40-4	172-9	171-4	166-4	69.68	68.39	67.23
*Iron and steel products.....	42-4	42-0	41-4	166-0	164-8	158-0	70.38	69.22	65.41
Agricultural implements.....	38-6	40-0	39-1	166-2	155-0	154-3	64.15	62.00	60.33
Fabricated and structural steel.....	41-4	40-7	40-9	167-7	166-4	165-3	69.43	67.72	67.61
Hardware and tools.....	42-4	42-2	42-3	149-8	148-9	146-6	63.52	62.84	62.01
Heating and cooking appliances.....	43-0	42-1	42-7	142-8	141-4	141-9	61.40	59.53	60.59
Iron castings.....	44-1	43-3	42-2	163-2	162-9	156-4	71.97	70.54	66.00
Machinery manufacturing.....	43-0	42-1	42-2	158-8	157-2	152-8	68.28	66.18	64.48
Primary iron and steel.....	41-5	41-3	40-1	186-2	184-8	173-7	77.27	76.32	69.65
Sheet metal products.....	42-6	43-6	41-3	157-8	162-3	153-7	67.22	70.76	63.48
*Transportation equipment.....	40-8	38-7	40-7	167-5	166-7	162-8	68.34	64.51	66.26
Aircraft and parts.....	41-7	41-1	41-7	174-1	173-0	172-3	72.60	71.10	71.85
Motor vehicles.....	41-7	36-4	39-7	183-6	178-4	172-7	76.56	64.94	68.39
Motor vehicle parts and accessories.....	41-0	37-5	38-6	162-5	166-9	162-5	66.63	62.59	62.73
Railroad and rolling stock equipment.....	39-2	37-4	39-7	159-8	160-0	159-4	62.64	59.84	63.28
Shipbuilding and repairing.....	40-5	41-9	42-8	159-7	159-3	152-0	64.68	66.75	65.06
*Non-ferrous metal products.....	41-4	41-2	41-5	168-8	168-3	160-2	69.88	68.34	66.43
Aluminum products.....	41-7	41-4	41-8	146-6	145-3	145-8	61.13	60.15	60.94
Brass and copper products.....	42-5	42-1	41-7	157-3	153-3	151-2	66.65	65.38	63.05
Smelting and refining.....	41-0	41-0	41-3	183-5	183-1	173-0	75.24	75.07	71.45
*Electrical apparatus and supplies.....	41-4	41-2	40-9	160-3	151-1	150-1	62.35	62.25	61.39
Heavy electrical machinery and equipment.....	41-1	40-5	40-4	164-3	164-1	166-2	67.53	66.46	67.14
*Non-metallic mineral products.....	44-0	43-9	43-8	146-3	146-0	142-5	64.37	64.09	62.42
Clay products.....	44-8	44-0	44-6	136-6	136-3	132-0	61.20	59.97	58.87
Glass and glass products.....	42-4	42-0	42-7	144-9	145-0	141-6	61-44	60.90	60.46
Products of petroleum and coal.....	41-1	40-7	41-4	199-6	195-6	191-0	82.04	79.61	79.07
Chemical products.....	41-4	41-2	41-3	153-2	152-8	146-4	63.42	62.95	60.46
Medicinal and pharmaceutical preparations.....	41-7	40-9	41-3	125-4	126-1	121-0	52.29	51.67	49.97
Acids, alkalis and salts.....	41-6	41-7	41-5	174-6	174-5	167-6	72.63	72.77	69.55
Miscellaneous manufacturing industries.....	41-7	41-1	41-5	118-0	118-2	116-2	49.21	48.58	48.22
*Durable goods.....	41-9	41-2	41-5	156-7	155-9	151-5	65.66	64.23	62.87
Non-durable goods.....	41-1	41-2	41-0	132-5	131-6	128-1	54.46	54.22	52.52
Construction.....	41-4	41-8	41-8	150-7	150-0	144-7	62.39	62.70	60.48
Buildings and structures.....	40-9	41-2	41-6	163-2	162-8	156-1	66.75	67.07	64.94
Highways, bridges and streets.....	42-5	43-1	42-1	125-1	124-5	121-2	53.17	53.66	51.03
Electric and motor transportation.....	45-1	44-7	45-4	146-7	146-2	141-7	66.16	65.35	64.33
Service.....	40-5	40-6	40-8	86-0	84-2	84-7	34.83	34.19	34.56
Hotels and restaurants.....	40-8	41-1	41-1	85-6	83-1	84-8	34.92	34.15	34.85
Laundries and dry cleaning plants.....	40-7	40-2	40-8	82-4	81-8	80-2	33.54	32.88	32.72

* Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.6
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Week Preceding:						
September 1, 1954.....	40.9	139.5	57.06	136.8	116.8	117.1
October 1, 1954.....	41.3	139.7	57.70	138.3	116.8	118.4
November 1, 1954.....	41.3	140.5	58.03	139.1	116.8	119.1
December 1, 1954.....	41.2	141.2	58.17	139.5	116.6	119.6
January 1, 1955.....	41.1*	142.8	58.69*	140.7	116.4	120.9
February 1, 1955.....	41.0	142.7	58.51	140.3	116.3	120.6
March 1, 1955.....	41.2	143.5	59.12	141.7	116.0	122.2
April 1, 1955.....	41.1	144.3	59.31	142.2	116.1	122.5
May 1, 1955.....	41.2	145.4	59.90	143.6	116.4	123.4
June 1, 1955.....	41.0	145.5	59.66	143.0	115.9	123.4
July 1, 1955.....	40.9	145.0	59.31	142.2	116.0	122.6
August 1, 1955.....	40.8	145.1	59.20	141.9	116.4	121.9
September 1, 1955 ⁽¹⁾	41.2	144.0	59.33	142.2	116.8	121.7

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949=100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1955 are 39.3 and \$56.12.

⁽¹⁾ Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
December 1, 1949.....	10,400	12,085	22,485	164,345	56,439	220,784
December 1, 1950.....	32,081	11,039	43,120	124,850	61,455	186,306
December 1, 1951.....	29,933	9,094	39,027	138,946	69,071	208,017
December 1, 1952.....	19,544	15,738	35,282	142,788	51,725	194,513
December 1, 1953.....	15,446	11,868	27,314	241,094	74,513	315,607
December 1, 1954.....	16,104	10,504	26,608	255,811	85,229	341,040
January 1, 1955.....	8,420	7,776	16,196	371,959	93,805	465,764
February 1, 1955.....	8,276	8,604	16,880	483,380	117,651	601,031
March 1, 1955.....	9,154	9,509	18,663	510,551	118,035	628,586
April 1, 1955.....	10,611	11,506	22,117	505,472	114,572	620,044
May 1, 1955.....	15,508	14,655	30,163	394,621	98,601	493,222
June 1, 1955.....	21,675	18,451	40,126	205,630	76,273	281,903
July 1, 1955.....	18,741	17,392	36,133	152,711	77,865	230,576
August 1, 1955.....	18,363	16,665	35,028	132,710	72,674	205,384
September 1, 1955.....	26,320	19,536	45,856	121,945	63,738	185,683
October 1, 1955.....	28,794	18,225	47,019	117,723	63,545	181,268
November 1, 1955 ⁽¹⁾	24,268	14,665	38,933	136,620	69,715	206,335
December 1, 1955 ⁽¹⁾	26,895	14,969	41,864	194,478	73,852	268,330

*Current vacancies only. Deferred vacancies are excluded.

⁽¹⁾Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT OCTOBER 31, 1955⁽¹⁾

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				September 30, 1955	October 30, 1954
Agriculture, Fishing, Trapping	771	138	909	-1,386	+ 355
Forestry	9,168	5	9,173	+ 391	+ 5,057
Mining, Quarrying and Oil Wells	561	48	609	- 209	+ 229
Metal Mining.....	256	6	262	- 101	+ 184
Fuels.....	218	15	233	- 8	+ 1
Non-Metal Mining.....	30	4	34	- 70	+ 23
Quarrying, Clay and Sand Pits.....	9	.....	9	- 14	+ 1
Prospecting.....	48	23	71	- 16	+ 22
Manufacturing	4,266	3,076	7,342	-2,156	+ 2,555
Foods and Beverages.....	296	252	548	- 252	+ 165
Tobacco and Tobacco Products.....	3	10	13	- 12	+ 800
Rubber Products.....	45	24	69	- 37	+ 35
Leather Products.....	81	196	277	- 25	+ 138
Textile Products (except clothing).....	121	177	298	- 101	+ 53
Clothing (textile and fur).....	198	1,325	1,523	- 586	+ 675
Wood Products.....	434	82	516	- 222	+ 263
Paper Products.....	126	63	189	- 71	+ 38
Printing, Publishing and Allied Industries.....	176	105	281	- 28	+ 100
Iron and Steel Products.....	783	153	936	- 171	+ 554
Transportation Equipment.....	895	76	971	- 110	+ 393
Non-Ferrous Metal Products.....	258	58	316	- 266	+ 199
Electrical Apparatus and Supplies.....	455	224	679	- 86	+ 385
Non-Metallic Mineral Products.....	109	35	144	- 50	+ 47
Products of Petroleum and Coal.....	22	40	62	+ 9	+ 33
Chemical Products.....	148	87	235	- 69	+ 84
Miscellaneous Manufacturing Industries.....	116	169	285	- 79	+ 193
Construction	3,285	83	3,368	-1,266	+ 1,724
General Contractors.....	2,292	50	2,342	- 913	+ 1,210
Special Trade Contractors.....	993	33	1,026	- 353	+ 514
Transportation, Storage and Communication	926	289	1,215	- 363	+ 747
Transportation.....	744	124	868	- 270	+ 541
Storage.....	28	12	40	- 58	+ 17
Communication.....	154	153	307	- 35	+ 189
Public Utility Operation	76	33	109	- 59	+ 21
Trade	2,967	2,444	5,411	- 538	+ 2,331
Wholesale.....	866	513	1,379	- 260	+ 556
Retail.....	2,101	1,931	4,032	- 278	+ 1,775
Finance, Insurance and Real Estate	591	669	1,260	- 288	+ 344
Service	2,481	7,654	10,135	-2,093	+ 2,436
Community or Public Service.....	228	929	1,157	- 162	+ 331
Government Service.....	964	355	1,319	- 281	+ 380
Recreation Service.....	104	121	225	- 63	+ 73
Business Service.....	607	306	913	- 263	+ 422
Personal Service.....	578	5,943	6,521	-1,324	+ 1,990
GRAND TOTAL	25,092	14,439	39,531	-7,967	+15,799

(1) Preliminary—Subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT NOVEMBER 3, 1955 ⁽¹⁾

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	2,005	521	2,526	3,462	1,234	4,696
Clerical workers.....	1,355	3,424	4,779	7,864	21,040	28,904
Sales workers.....	1,328	1,523	2,851	3,689	8,770	12,459
Personal and domestic service workers...	745	6,327	7,072	20,154	13,602	33,756
Seamen.....	15	.....	15	902	6	908
Agriculture and fishing.....	729	15	744	1,497	117	1,614
Skilled and semiskilled workers.....	15,614	1,966	17,580	54,146	13,051	67,197
Food and kindred products (inc. tobacco).....	73	28	101	819	399	1,218
Textiles, clothing, etc.....	121	1,298	1,419	2,424	7,903	10,327
Lumber and wood products.....	9,291	5	9,296	4,626	111	4,737
Pulp, paper (inc. printing).....	58	21	79	673	358	1,031
Leather and leather products.....	54	131	185	840	991	1,831
Stone, clay and glass products.....	13	4	17	177	23	200
Metalworking.....	1,099	35	1,134	7,246	648	7,894
Electrical.....	229	105	334	995	477	1,472
Transportation equipment.....	7	1	8	858	46	904
Mining.....	227	.....	227	699	.....	699
Construction.....	1,612	.....	1,612	11,013	4	11,017
Transportation (except seamen).....	898	32	930	9,222	81	9,303
Communications and public utility.....	43	.....	43	331	4	335
Trade and service.....	237	197	434	2,173	1,078	3,251
Other skilled and semiskilled.....	1,464	102	1,566	9,106	684	9,790
Foremen.....	49	7	56	1,234	230	1,464
Apprentices.....	139	.....	139	1,710	14	1,724
Unskilled workers.....	2,477	889	3,366	44,906	11,895	56,801
Food and tobacco.....	54	163	217	1,871	2,412	4,283
Lumber and lumber products.....	203	3	206	4,152	228	4,380
Metalworking.....	87	35	122	2,591	397	2,988
Construction.....	1,100	.....	1,100	18,024	55	18,079
Other unskilled workers.....	1,033	688	1,721	18,268	8,803	27,071
GRAND TOTAL.....	21,268	14,665	38,933	136,620	69,715	206,335

⁽¹⁾ Preliminary—subject to revision.

⁽²⁾ Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT
NOVEMBER 3, 1955**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1) Nov. 3, 1955	Previous Month Sept. 29, 1955	Previous Year Oct. 28, 1954	(1) Nov. 3, 1955	Previous Month Sept. 29, 1955	Previous Year Oct. 28, 1954
Newfoundland	171	427	587	3,851	3,168	3,494
Corner Brook.....	22	82	62	920	994	896
Grand Falls.....	3	.....	100	369	182	230
St. John's.....	146	345	425	2,562	1,992	2,368
Prince Edward Island	306	428	100	1,062	860	996
Charlottetown.....	79	138	72	653	536	618
Summerside.....	227	290	28	409	324	378
Nova Scotia	1,331	1,426	1,414	11,008	9,721	11,920
Amherst.....	14	12	11	397	318	390
Bridgewater.....	29	25	36	339	285	492
Halifax.....	893	841	1,127	3,359	3,144	3,578
Inverness.....	.....	.....	.....	197	179	189
Kentville.....	97	143	64	575	469	625
Liverpool.....	121	290	47	128	156	261
New Glasgow.....	91	17	16	1,604	1,208	2,311
Springhill.....	3	.....	2	408	225	420
Sydney.....	17	20	72	2,480	2,773	2,238
Truro.....	55	70	25	700	479	585
Yarmouth.....	11	8	14	821	485	831
New Brunswick	936	1,298	830	8,852	7,068	10,183
Bathurst.....	6	17	16	524	337	554
Campbellton.....	28	46	38	481	366	611
Edmundston.....	25	76	45	374	155	284
Fredericton.....	364	415	282	503	486	819
Minto.....	21	15	8	293	172	456
Moncton.....	305	391	203	2,312	1,681	2,351
Newcastle.....	12	18	20	614	539	927
Saint John.....	138	246	152	2,675	2,624	2,615
St. Stephen.....	12	9	17	582	368	1,016
Sussex.....	20	25	41	214	144	208
Woodstock.....	5	40	8	280	196	342
Quebec	16,536	18,285	8,717	60,490	51,962	75,531
Asbestos.....	41	53	13	198	201	371
Beauharnois.....	34	29	1	356	279	487
Buckingham.....	9	8	26	248	192	434
Causapscal.....	429	235	78	678	262	413
Chandler.....	5	8	4	209	115	200
Chicoutimi.....	215	279	156	599	358	575
Dolbeau.....	146	119	65	223	177	221
Drummondville.....	44	57	20	936	831	1,442
Farnham.....	81	344	9	560	546	650
Forestville.....	700	616	75	144	206	178
Gaspé.....	2	.....	3	167	113	165
Granby.....	14	15	21	1,049	872	1,194
Hull.....	52	59	62	1,207	977	1,459
Joliette.....	197	176	109	1,215	924	1,491
Jonquière.....	56	84	121	797	570	828
Lachute.....	28	22	10	248	229	289
La Malbaie.....	1	33	45	226	176	188
La Tuque.....	2,523	2,767	2,110	247	213	387
Lévis.....	60	81	86	1,289	957	1,221
Louiseville.....	46	45	13	266	239	378
*Magog.....	20	24	*	225	180	*
Maniwaki.....	68	26	7	104	65	118
Matane.....	294	497	63	235	191	288
Mégantic.....	16	7	18	342	230	362
Mont-Laurier.....	8	26	4	188	290	330
Montmagny.....	41	24	16	478	458	439
Montréal.....	5,176	6,567	2,538	24,259	22,253	35,124
New Richmond.....	96	3	32	321	198	234
Port-Arthur.....	525	557	169	173	180	203
Québec.....	798	894	532	6,827	5,956	5,922
Rimouski.....	1,691	1,561	18	405	349	481
Rivière du Loup.....	27	73	23	510	416	646
Roberval.....	115	33	39	173	173	230
Rouyn.....	367	249	119	775	760	1,066
Ste-Agathe.....	20	34	7	305	202	366
Ste-Anne de Bellevue.....	99	84	22	352	285	490
Ste-Thérèse.....	36	107	50	643	491	850
St-Georges Est.....	282	169	396	685	436	635
St-Hyacinthe.....	75	181	34	821	703	1,205
St-Jean.....	92	109	41	926	823	1,075
St-Jérôme.....	40	31	16	625	495	729
St-Joseph d'Alma.....	133	155	716	761	957	438
Sept Iles.....	232	155	19	1,225	1,153	155
Shawinigan Falls.....	88	83	31	1,589	1,520	1,634
Sherbrooke.....	187	147	135	2,046	1,520	2,809
Sorel.....	41	43	33	654	452	1,407
Thetford Mines.....	30	34	140	647	465	564
Trois-Rivières.....	833	911	125	2,085	1,640	2,453

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT
NOVEMBER 3, 1955**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1) Nov. 3, 1955	Previous Month Sept. 29, 1955	Previous Year Oct. 28, 1954	(1) Nov. 3, 1955	Previous Month Sept. 29, 1955	Previous Year Oct. 28, 1954
Quebec—Con.						
Val d'Or.....	328	328	280	595	624	731
Valleyfield.....	53	58	35	765	725	1,088
Victoriaville.....	42	85	32	889	522	888
Ontario.....	11,677	13,161	7,349	71,383	69,041	104,698
Arnprior.....	28	21	14	123	83	119
Barrie.....	116	131	84	792	710	709
Belleville.....	13	19	24	833	721	726
Bracebridge.....	42	61	20	393	238	503
Brampton.....	53	61	19	311	264	355
Brantford.....	72	180	52	1,493	1,344	2,279
Brockville.....	28	29	12	215	159	257
Carleton Place.....	1	7	2	109	95	128
Chatham.....	96	267	169	1,195	590	1,331
Cobourg.....	10	30	11	436	333	363
Collingwood.....	8	16	8	495	496	601
Cornwall.....	164	162	50	1,183	1,352	1,549
Fort Erie.....	19	14	3	434	302	467
Fort Frances.....	9	4	7	157	103	170
Fort William.....	391	241	92	704	598	1,283
Galt.....	88	206	55	430	285	987
Gananoque.....	13	10	3	136	90	151
Goderich.....	26	19	16	267	236	302
Guelph.....	158	141	64	800	735	1,031
Hamilton.....	747	907	494	4,534	4,514	9,088
Hawkesbury.....	41	17	18	286	243	300
Ingersoll.....	28	43	14	257	217	489
Kapuskasing.....	29	52	21	255	201	411
Kenora.....	39	72	9	241	190	268
Kingston.....	146	198	154	883	751	783
Kirkland Lake.....	96	155	18	408	337	615
Kitchener.....	130	155	71	1,017	1,092	1,790
Leamington.....	25	31	3	306	289	763
Lindsay.....	43	65	33	537	554	616
Listowel.....	12	17	21	145	108	179
London.....	533	694	294	2,654	2,213	3,308
Midland.....	13	14	10	309	275	535
Napanee.....	6	5	5	253	183	248
New Toronto.....	130	301	83	1,355	1,092	1,642
Niagara Falls.....	55	100	31	1,075	558	1,678
North Bay.....	68	75	24	628	492	988
Oakville.....	195	185	28	169	116	619
Orillia.....	57	60	15	472	362	644
Oshawa.....	61	98	95	6,146	7,665	4,353
Ottawa.....	1,503	1,175	709	2,464	2,248	2,574
Owen Sound.....	49	41	24	622	541	736
Parry Sound.....	4	5	1	109	110	257
Pembroke.....	183	273	76	823	633	844
Perth.....	27	28	13	195	132	249
Peterborough.....	65	41	19	1,454	1,338	1,821
Pictou.....	6	7	4	209	98	170
Port Arthur.....	126	275	104	1,101	783	1,500
Port Colborne.....	8	7	8	282	297	476
Prescott.....	83	123	17	282	295	349
Renfrew.....	14	9	12	275	268	298
St. Catharines.....	123	118	51	1,993	1,721	2,199
St. Thomas.....	80	82	855	490	453	1,515
Sarnia.....	77	82	36	824	861	1,557
Sault Ste. Marie.....	146	192	71	629	669	2,677
Simcoe.....	25	23	36	375	297	492
Sioux Lookout.....	8	20	8	104	99	127
Smiths Falls.....	11	18	10	238	247	229
Stratford.....	45	24	24	288	289	575
Sturgeon Falls.....	9	2	.....	689	613	629
Sudbury.....	122	174	77	1,128	1,045	1,802
Timmins.....	74	66	43	938	756	1,142
Toronto.....	4,287	4,602	2,667	16,698	16,895	24,130
Trenton.....	32	96	38	508	360	546
Walkerton.....	40	38	23	227	243	437
Wallaceburg.....	20	18	13	161	162	286
Welland.....	32	85	11	653	559	1,548
Weston.....	256	197	150	865	898	841
Windsor.....	391	443	91	4,117	5,765	11,738
Woodstock.....	32	34	12	206	180	326
Manitoba.....	1,915	2,298	1,416	11,120	8,966	11,578
Brandon.....	144	224	154	773	493	641
Dauphin.....	10	13	28	339	257	318
Flin Flon.....	49	51	30	174	151	196
Portage la Prairie.....	25	33	30	437	350	404
The Pas.....	6	3	5	66	46	55
Winnipeg.....	1,681	1,974	1,169	9,331	7,669	9,964

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT
NOVEMBER 3, 1955**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Live Applications		
	(1) Nov. 3, 1955	Previous Month Sept. 29, 1955	Previous Year Oct. 28, 1954	(1) Nov. 3, 1955	Previous Month Sept. 29, 1955	Previous Year Oct. 28, 1954
Saskatchewan	807	1,144	691	5,789	4,307	5,245
Estevan.....	38	40	24	111	73	83
Moose Jaw.....	126	168	124	619	450	609
North Battleford.....	28	48	39	358	249	356
Prince Albert.....	60	90	27	616	554	746
Regina.....	231	302	164	1,691	1,075	1,142
Saskatoon.....	171	303	124	1,384	1,170	1,463
Swift Current.....	62	93	93	221	153	150
Weyburn.....	33	42	36	132	77	106
Yorkton.....	58	58	60	657	506	590
Alberta	2,749	4,213	1,850	9,307	7,347	10,432
Blairmore.....	51	19	19	232	174	307
Calgary.....	868	1,177	501	3,487	2,745	3,534
Drumheller.....	19	29	55	145	139	125
Edmonton.....	1,361	2,311	1,020	3,634	2,992	4,485
Edson.....	64	94	24	139	109	193
Lethbridge.....	230	343	147	908	512	651
Medicine Hat.....	89	141	41	479	422	726
Red Deer.....	67	99	57	283	254	381
Yellowknife.....	Figures Included with Edmonton			Figures Included with Edmonton		
			16			30
British Columbia	2,505	4,339	1,241	23,473	18,828	30,049
Chilliwack.....	42	60	28	639	666	546
Courtenay.....	15	47	23	301	276	440
Cranbrook.....	38	33	14	170	158	235
Dawson Creek.....	27	19	5	184	122	212
Duncan.....	50	82	30	333	335	273
Kamloops.....	84	153	70	321	284	282
Kelowna.....	32	203	11	185	160	234
†Kitimat.....	144			114		
Mission City.....	19	44	14	377	295	462
Nanaimo.....	42	60	19	588	900	682
Nelson.....	32	23	15	242	189	396
New Westminster.....	126	156	104	3,066	2,266	4,022
Penticton.....	32	25	5	176	122	203
Port Alberni.....	24	53	4	314	309	308
Prince George.....	78	236	51	787	440	1,209
Prince Rupert.....	40	461	38	572	353	709
Princeton.....	5	21	1	80	65	86
Trail.....	39	39	11	297	215	410
Vancouver.....	1,318	2,055	591	12,086	9,662	16,432
Vernon.....	56	167	15	286	151	330
Victoria.....	234	350	157	2,068	1,679	2,875
Whitehorse.....	28	52	35	287	191	203
Canada	38,933	47,019	24,225	206,335	181,268	264,126
Males.....	24,268	28,794	13,724	136,620	117,723	187,123
Females.....	14,665	18,225	10,501	69,715	63,545	77,003

¹ Preliminary subject to revision.

² Current vacancies only. Deferred vacancies are excluded.

* Magog commenced reporting August 1955. Previously included with Sherbrooke.

† Kitimat commenced reporting October 15, 1955.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1950—1955

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1950.....	790,802	559,882	230,920	56,732	151,438	321,354	179,732	81,546
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1954 (10 months).....	738,380	465,370	273,010	56,976	180,376	233,857	149,667	117,504
1955 (10 months).....	808,030	542,740	265,290	56,508	188,796	287,721	151,034	123,971

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS AND WEEKS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Per Week Receiving Benefit* (in Thousands)	Number Com- mencing Benefit	Month of October 1955				
			Days† Paid, Unemployment Prior to October 2 (Disability Days in Brackets)		Weeks‡ Paid, Unemployment After October 1 (Disability Days in Brackets)		Amount of Benefit Paid \$
Newfoundland.....	2.1	754	27,380	(289)	2,615	(139)	138,879
Prince Edward Island.....	0.5	174	4,155	(37)	1,116	(25)	29,011
Nova Scotia.....	6.6	2,835	60,372	(1,212)	14,192	(903)	433,689
New Brunswick.....	4.5	2,029	39,203	(738)	10,117	(957)	291,590
Quebec.....	34.5	16,801	306,310	(9,136)	84,082	(13,156)	2,263,826
Ontario.....	41.6	21,450	349,018	(7,398)	111,535	(11,201)	2,963,173
Manitoba.....	5.3	2,299	35,906	(896)	15,502	(1,725)	349,954
Saskatchewan.....	2.4	1,241	17,798	(410)	6,948	(699)	161,293
Alberta.....	4.0	1,934	27,559	(532)	10,255	(824)	251,000
British Columbia.....	9.6	5,464	76,688	(2,183)	24,472	(2,667)	652,925
Total, Canada, Oct./55..	111.1	54,981	944,389	(22,831)	280,834	(32,296)	7,535,340
Total, Canada, Sept./55..	109.2	61,203	2,705,587	(66,932)	.....	.....	8,180,068
Total, Canada, Oct./54..	173.0†	84,051†	3,780,046	(70,511)	.....	.....	11,779,296

* Based on the number of payment documents for the month.

† Week containing last day of the month.

‡ Under the old Act, payment was made on the basis of "days", whereas under the new scheme the basis is "weekly".

TABLE E-2.—ORDINARY CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT OCTOBER 31, 1955, BY DURATION, SEX AND PROVINCE, INCLUDING DISABILITY CASES*

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the Register (weeks)									Oct. 29, 1954 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	over 20	
CANADA.....	163,100†	49,864	15,153	21,641	27,465	13,154	9,119	6,323	20,381	236,365
Male.....	109,132	35,875	10,411	14,420	18,800	7,674	5,443	3,601	12,908	172,107
Female.....	53,968	13,989	4,742	7,221	8,665	5,480	3,676	2,722	7,473	64,258
Newfoundland.....	3,343	1,091	372	401	483	336	201	131	328	3,129
Male.....	3,021	1,019	347	354	436	296	182	116	271	2,867
Female.....	322	72	25	47	47	40	19	15	57	262
Prince Edward Island....	618	160	44	70	125	52	59	21	87	681
Male.....	445	135	34	49	80	36	39	16	56	503
Female.....	173	25	10	21	45	16	20	5	31	178
Nova Scotia.....	9,877	2,761	955	1,585	1,416	882	731	383	1,164	11,480
Male.....	8,238	2,365	829	1,318	1,144	704	629	302	947	9,992
Female.....	1,639	396	126	267	272	178	102	81	217	1,488
New Brunswick.....	7,591	2,426	923	963	1,091	659	576	275	678	8,805
Male.....	5,743	1,788	709	782	833	509	458	184	480	6,799
Female.....	1,848	638	214	181	258	150	118	91	198	2,006
Quebec.....	51,287	15,737	5,326	6,894	7,964	4,225	2,834	2,161	6,146	73,811
Male.....	32,812	11,237	3,488	4,483	5,079	2,330	1,539	1,090	3,566	50,365
Female.....	18,475	4,500	1,838	2,411	2,885	1,895	1,295	1,071	2,580	23,446
Ontario.....	56,362	16,347	4,225	6,948	11,570	4,318	3,102	2,245	7,607	92,700
Male.....	36,905	11,292	2,743	4,543	8,451	2,300	1,699	1,239	4,638	69,064
Female.....	19,457	5,055	1,482	2,405	3,119	2,018	1,403	1,006	2,969	23,636
Manitoba.....	7,818	2,626	605	1,111	1,150	631	379	250	1,066	9,698
Male.....	4,666	1,677	372	620	663	330	196	154	654	6,218
Female.....	3,152	949	233	491	487	301	183	96	412	3,480
Saskatchewan.....	3,813	1,013	602	537	537	307	186	115	516	3,828
Male.....	2,510	781	442	357	281	158	87	69	335	2,656
Female.....	1,303	232	160	180	256	149	99	46	181	1,172
Alberta.....	6,237	2,015	538	830	873	536	333	233	879	8,683
Male.....	4,146	1,428	368	525	482	325	213	140	665	6,171
Female.....	2,091	587	170	305	391	211	120	93	214	2,512
British Columbia.....	16,154	5,688	1,563	2,302	2,256	1,208	718	509	1,910	23,550
Male.....	10,646	4,153	1,079	1,389	1,351	686	401	291	1,296	17,472
Female.....	5,508	1,535	484	913	905	522	317	218	614	6,078

*Disability cases included in totals: October 31, 1955; 2,264 (1,460 males and 804 females)
October 31, 1954; 2,701 (1,855 males and 846 females)

†This total is comparable to former totals of ordinary, short-time and temporary lay-off claimants.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES,
OCTOBER 1955**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending at end of month)			
	Total	Initial	Renewal	Total Disposal of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,876	1,320	556	1,559	944	615	808
Prince Edward Island.....	351	228	123	339	207	132	89
Nova Scotia.....	4,998	2,959	2,039	5,031	3,307	1,724	1,205
New Brunswick.....	4,375	2,790	1,585	4,027	2,501	1,526	1,078
Quebec.....	29,862	17,812	12,050	28,807	20,483	8,324	7,753
Ontario.....	31,402	18,557	12,845	30,465	21,439	9,026	7,728
Manitoba.....	4,463	2,795	1,668	4,335	2,862	1,473	775
Saskatchewan.....	2,507	1,703	804	2,299	1,526	773	730
Alberta.....	3,739	2,408	1,331	3,623	2,486	1,137	1,025
British Columbia.....	11,171	6,735	4,436	10,293	6,845	3,448	2,891
Total Canada, October 1955.....	94,744*	57,307	37,437	90,778†	62,600	28,178	24,082
Total Canada, September 1955.....	87,562	52,465	35,097	87,158	68,556	18,602	20,116
Total Canada, October 1954.....	127,609	71,861	55,748	121,742	100,353	21,389	31,413

*In addition, revised claims received numbered 13,369. †In addition, 18,418 revised claims were disposed of. Of these, 1,101 were special requests not granted, and 750 were appeals by claimants. There were 1,757 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1954—September.....	3,250,000	3,058,700	191,300
October.....	3,257,000	3,069,300	187,700
November.....	3,249,000	3,039,900	209,100
December.....	3,310,000	3,035,500	274,500
1955—January.....	3,393,000	2,961,200	431,800†
February.....	3,409,000	2,865,600	543,400†
March.....	3,435,000	2,856,400	578,600†
April.....	3,427,000	2,863,700	563,300†
May.....	3,224,000	2,905,500	318,500
June.....	3,222,000	3,012,300	209,700
July.....	3,268,000	3,110,900	157,100
August.....	3,281,000	3,141,000	140,000
September.....	3,322,000	3,192,200	129,800

*Ordinary claimants on the live unemployment register on last working day of preceding month.

†Includes supplementary benefit claimants.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—August.....	117.0	114.4	127.0	109.6	117.2	117.7
September.....	116.8	113.8	127.2	109.5	117.2	117.6
October.....	116.8	113.8	127.4	108.4	117.3	
November.....	116.8	113.4	127.9	108.2	117.2	118.2
December.....	116.6	112.6	128.2	108.1	117.1	118.2
1955—January.....	116.4	112.1	128.4	108.1	117.1	118.2
February.....	116.3	111.5	128.5	108.1	117.1	118.3
March.....	116.0	110.7	128.6	108.0	117.0	118.3
April.....	116.1	111.0	128.7	107.9	116.9	118.2
May.....	116.4	112.3	128.8	107.9	116.4	118.3
June.....	115.9	111.0	129.2	107.8	116.1	117.8
July.....	116.0	111.5	129.6	107.8	115.8	117.7
August.....	116.4	112.4	129.8	107.8	115.8	118.0
September.....	116.8	113.7	130.0	107.8	115.9	117.9
October.....	116.9	113.5	130.2	107.8	116.1	118.1
November.....	116.9	113.0	130.6	107.9	116.5	118.3
December.....	116.9	112.4	131.0	108.5	116.6	118.3

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF NOVEMBER, 1955

(1949 = 100)

Source: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	House- hold Operation	Other Com- modities and Services
	Nov. 1st, 1954	Oct. 1st, 1955	Nov. 1st, 1955					
St. John's, Nfld (¹).....	102.8	104.8	104.6	100.7	109.7	100.3	103.3	110.9
Halifax.....	114.5	114.9	114.9	106.3	124.9	114.5	119.6	119.1
Saint John.....	117.5	117.8	117.6	110.8	127.2	116.1	117.0	124.1
Montreal.....	117.1	117.0	117.1	115.3	136.1	107.1	114.9	116.6
Ottawa.....	117.2	117.7	117.7	110.9	135.7	111.2	116.0	120.8
Toronto.....	118.9	119.4	119.0	111.1	147.7	110.1	115.1	119.0
Winnipeg.....	115.7	116.6	116.9	113.7	126.9	112.3	114.1	115.2
Saskatoon—Regina.....	114.8	115.5	115.6	113.9	118.1	114.4	116.9	115.2
Edmonton—Calgary.....	115.3	115.2	115.1	111.9	121.1	112.5	115.8	117.6
Vancouver.....	118.6	118.5	118.6	114.7	127.8	112.6	124.2	119.6

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(¹) St. John's Index on the base—June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-NOVEMBER 1954, 1955†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per cent of Estimated Working Time
1955*						
January.....	16†	16	11,106†	11,106	218,145	0-26
February.....	4	11	90	2,587	20,055	0-02
March.....	7	11	1,778	1,956	13,971	0-02
April.....	16	22	1,821	2,683	25,912	0-03
May.....	9	17	2,237	3,200	40,550	0-05
June.....	21	29	4,510	5,664	47,355	0-06
July.....	19	32	7,869	10,913	96,335	0-12
August.....	14	25	2,494	6,442	92,525	0-11
September.....	16	32	17,957	22,547	212,400	0-25
October.....	11	21	4,737	23,368	378,760	0-45
November.....	11	24	1,624	21,296	379,200	0-45
Cumulative totals.....	144		56,223		1,525,208	0-17
1954						
January.....	26†	26	10,644†	10,644	157,074	0-19
February.....	8	20	779	4,686	52,250	0-06
March.....	12	18	1,184	1,799	14,625	0-02
April.....	24	34	1,651	2,297	25,081	0-03
May.....	8	22	2,062	3,400	31,810	0-04
June.....	20	32	9,502	10,192	86,715	0-10
July.....	16	30	4,461	6,658	54,146	0-06
August.....	8	20	1,207	3,959	48,210	0-06
September.....	14	21	8,597	9,815	127,582	0-15
October.....	21	30	17,965	26,279	310,003	0-37
November.....	11	24	3,897	20,645	326,843	0-39
Cumulative totals.....	168		61,949		1,234,339	0-13

* Preliminary figures.

† Strikes unconcluded at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, NOVEMBER 1955⁽¹⁾

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars(?)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to November 1955					
MANUFACTURING— <i>Printing and Publishing—</i> Newspaper printing plant workers, Montreal, Que.	1	37	500	Apr. 20	For a greater increase in wages than recommended by arbitration board; dispute still in existence but employment conditions no longer affected by the end of November; indefinite.
<i>Miscellaneous Wood Products—</i> Furniture factory workers, Meaford, Ont.	1	71	635	Sep. 21	For a new agreement providing for increased wages and starting rates, extension of vacation plan and pay for additional statutory holiday following reference to conciliation board; concluded November 11; negotiations and civic conciliation; compromise.
Veneer and hardwood flooring factory workers, Woodstock, Ont.	1	154	600	Oct. 26	Grievance against foreman in veneer department; concluded November 4; return of workers pending settlement; indefinite.
<i>Metal Products—</i> Aircraft factory workers, Downsview (Toronto), Ont.	1	1,940	17,400	July 11	For a new agreement providing for increased wages and union shop, following reference to conciliation board; concluded November 11; conciliation; compromise.
Structural steel fabricators, Sault Ste. Marie, Ont.	1	(³) 130	2,800	Aug. 19	For a new agreement providing for increased wages and job evaluation plan, following reference to conciliation board; unconcluded.
Motor vehicle and parts, diesel locomotive, stove, refrigerator and air conditioning factory workers, London, Oshawa, St. Catharines, Toronto and Windsor, Ont.	5	13,800	300,000	Sep. 19	For a new agreement providing for increased wages, term of agreement, form of guaranteed annual wage and fringe benefits, including extension of insurance and pension plans, following reference to conciliation board; unconcluded.
Wire and cable factory workers, Toronto, Ont.	1	1,349	29,600	Sep. 30	For a new agreement providing for increased wages, following reference to conciliation board; unconcluded.
Motor truck factory office workers, Chatham, Ont.	1	(⁴) 173	3,800	Oct. 20	For a new agreement providing for increased wages and time-and-one-half for overtime, following reference to conciliation board; unconcluded.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, NOVEMBER 1955⁽¹⁾

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars ⁽²⁾
	Estab- lish- ments	Workers			
Structural steel fabrica- tors and erectors, and mining machinery, factory workers, London, Port Robinson and Welland, Ont.	3	442	9,700	Oct. 26	For a new agreement providing for increased wages, reduced hours from 42½ to 40 per week with same take-home pay, pension and welfare plans, Rand formula for union dues and fringe bene- fits, pending reports of con- ciliation boards; uncon- cluded.
Washing machine and boiler factory workers, Toronto, Ont.	1	1,160	1,160	Oct. 31	Protesting dismissal of a shop steward for being absent without leave; concluded November 1; return of workers pending settlement; indefinite.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Fibrous glass factory workers, Sarnia, Ont.	1	336	6,500	Oct. 6	For a new one-year agreement providing for increased wages seniority, fringe benefits and extension of pension and welfare plans, following re- ference to conciliation board; unconcluded.
Chemical factory workers, Palo, Sask.	1	27	640	Oct. 22	For a new agreement providing for increased wages, shift differential and reduced hours from 44 to 40 per week with same take-home pay; unconcluded.
TRANSPORTATION AND PUBLIC UTILITIES— <i>Water—</i> Seamen, Saint John, N.B.	1	53	1,160	Oct. 1	For a new agreement providing for increased wages and overtime rates, following reference to conciliation board; unconcluded.

Strikes and Lockouts Commencing During November 1955

MINING— Gypsum quarry work- ers, Hantsport and Wentworth, N.S.	2	400	400	Nov. 30	Protesting suspension of a worker for cause; uncon- cluded.
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Biscuit factory workers, Pictou, N.S.	1	105	60	Nov. 7	Protesting dismissal of a worker; concluded Novem- ber 7; return of workers pending negotiations; in- definite.
<i>Textiles, Clothing, etc.—</i> Men's clothing factory workers, Sherbrooke, Que.	1	27	50	Nov. 8	Re payment for certain work not covered by decree; concluded November 9; negotiations; in favour of employer

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, NOVEMBER 1955⁽¹⁾

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars ⁽²⁾
	Estab- lish- ments	Workers			
Strikes and Lockouts Commencing During November 1955					
Miscellaneous Wood Products—		⁽⁵⁾			
Saw, shingle and ply- wood mill firemen, helpers and engineers, British Columbia.	11	98	890	Nov. 6	For a greater increase in wages than recommended by conciliation board in new agreement under negotia- tions; concluded by Novem- ber 25; conciliation; in favour of employer.
Metal Products—					
Motor vehicle parts factory workers, Windsor, Ont.	1	700	1,050	Nov. 21	Protesting dismissal of a work- er for being absent without leave; concluded November 22; negotiations; in favour of workers.
Motor vehicle factory workers, Windsor, Ont.	1	⁽⁶⁾ 27	10	Nov. 22	Sympathy with strike of motor vehicle parts factory workers; concluded Novem- ber 22; return of workers; in favour of employer.
Metal stamping factory workers, La Salle, Ont.	1	110	440	Nov. 26	Alleged discrimination in lay- off of workers; unconcluded.
Miscellaneous—					
Chrome furniture factory workers, Toronto, Ont.	1	70	1,050	Nov. 10	For a union agreement pro- viding for increased wages, following reference to con- ciliation board; unconcluded.
CONSTRUCTION—					
Buildings and Structures—					
Carpenters, Dryden, Ont.	1	38	700	Nov. 8	For a union agreement pro- viding for increased wages, reduced hours from 49½ to 44 per week with same take- home pay, union shop, four per cent vacation pay and pay for board and room; uncon- cluded.
TRANSPORTATION AND PUBLIC UTILITIES—					
Other Local and Highway—					
Truck drivers, warehousemen and helpers, Windsor, Ont.	1	12	20	Nov. 25	Dispute over city deliveries by out-of-town drivers; con- cluded November 26; return of workers pending negoti- ations; indefinite.
TRADE—					
Dairy workers and route salesmen, Chatham and Wallaceburg, Ont.	2	37	35	Nov. 9	Protesting arbitration decision re grievance of one worker; concluded November 9; negotiations; compromise.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

(3) 45 indirectly affected; (4) 535 indirectly affected; (5) 2,400 indirectly affected; (6) 3,500 indirectly affected.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE THIRD QUARTER OF 1955 BY GROUPS OF INDUSTRIES AND CAUSES

Note: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada".

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....													
Struck by.....	3	31	1	25	16	33		11	2		1		118
(a) Tools, machinery, cranes, etc.....		2	1	9	2	7							17
(b) Moving vehicles.....				13	4	12		6	1		1		27
(c) Other objects.....		2		29	10	14		5	1				74
Caught In, On or Between Machinery, Vehicles, etc..	4	2		4	3	5		4					22
Collisions, Deraillments, Wrecks, etc.....	15	4	3	5	17	10	2	21	4		9		90
Falls and Slips.....	4	2	5	8	5	16		12	4	1	6		63
(a) Falls on same level.....	1			1	1								2
(b) Falls to different levels.....	3	2	5	8	4	16		12	4	1	6		61
Conflagrations, Temperature Extremes and Explosions.....	4	4	1	2	5	3		1	2				22
Inhalation, Absorptions, Asphyxiation, etc.....				9	3	1							13
Electric Current.....	2	3		2	2	13	8	2			2		34
Over-exertion and Industrial Diseases.....	4	2	2	3	5	5		2	1		3		27
Miscellaneous Accidents.....									1				1
Total, Third Quarter—1955.....	36	48	14	51	56	86	10	53	14	1	21		390
Total, Third Quarter—1954.....	39	40	9	54	51	87	7	50	10		20		367

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE THIRD QUARTER OF 1955

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....				1	4	12	8	4	4	3		36
Logging.....	1			2	7	9	3			25		48
Fishing and Trapping.....			1		1	1	3			6		14
Mining and Quarrying.....	1				12	14			8	7		51
Manufacturing.....			3	3	9	18	2	4	3	14		56
Construction.....	1	1	1	3	29	26	6	4	6	9		86
Electricity, Gas, Water Production and Supply.....			1	1	1	3			1	3		10
Transportation, Storage and Communications.....	1		1	2	18	16	1	3	5	6		53
Trade.....						11	1	1	1			14
Finance.....						1						1
Service.....				1	3	7	3	1	1	5		21
Unclassified.....												
Total.....	4	1	17	13	83	118	27	17	29	81		390

manpower and labour relations

REVIEW

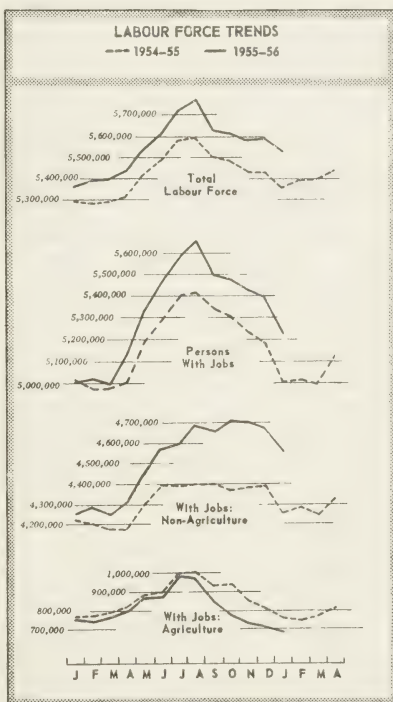
Economics and Research Branch, Department of Labour, Canada

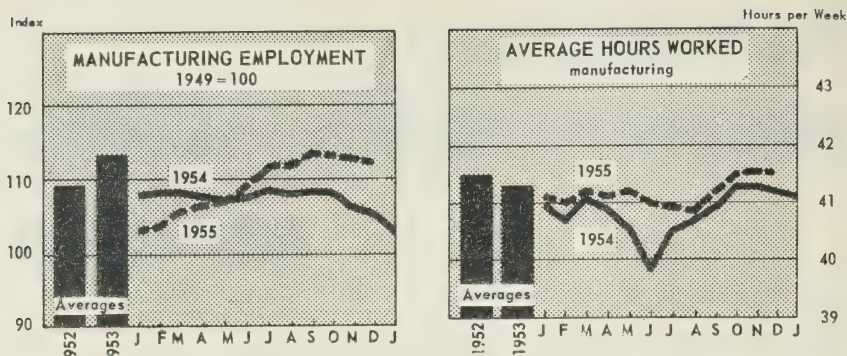
Current Manpower Situation

EMPLOYMENT showed the usual sharp seasonal decline during January but the underlying condition of the labour market remained strong. Resource development and construction activity generally were at high levels considering winter weather conditions. The employment trend in manufacturing was still rising, although in some producer goods industries it remained relatively low.

January was marked by seasonal slackness in most labour market areas. The usual lull in retail trade and the gradual completion of pulp-cutting quotas resulted in the release of large numbers of workers and winter weather caused a further decline in agriculture and construction. In addition, strikes and shortages of steel caused some layoffs in the central provinces.

Total employment was estimated to be 5,231,000 in the week of January 21, a drop of 157,000 in the preceding six weeks. During this period, the labour force declined by some 71,000, and the number of persons without jobs and seeking work rose by 86,000. This represented an increase of 43 per cent, compared with one of 46 per cent during the same period last winter.





Employment remained well above and unemployment well below last year's. The number seeking work plus those laid off for a full week was estimated to be 312,000, or some 74,000 lower than a year earlier, while the number with jobs was 228,000 higher. As in past months, total employment in non-farm industries remained firm, apart from seasonal movements.

The seasonal slackness and the resulting rise in unemployment was somewhat greater than usual in the eastern regions of the country and less than usual in some of the western provinces. In the last half of the month, the number of persons registered at National Employment Service offices was still rising but at a sharply reduced rate. In British Columbia the peak was apparently reached in the last week of January, a little earlier than usual. In Ontario the high level of activity in manufacturing and construction continued.

There is evidence that the upturn in construction will probably be strong in all regions this spring. The 35,000 housing units begun in the fourth quarter of 1955 exceeded the number begun in the fourth quarter of 1954 by more than 5,000 and the number under construction at the end of the year was 16 per cent higher. Statistical series indicating the progress of other types of construction also show substantial gains over the year. Estimates for December show that the number with jobs in the industry was more than 40,000 higher in 1955, than in the same month of the three previous years. Increased requirements for construction workers has been reflected in the job application and job vacancy figures of the National Employment Service. At the end of January, there were 17,000 fewer applications from skilled and unskilled construction workers than a year earlier and the number of vacancies was considerably higher.

The Producer Goods Industries

It has become clear that the employment pattern emerging from the rise in general economic activity during 1955, particularly in manufacturing industries, is considerably different from that prevailing during the period of defence build-up in 1951 and 1952. Those two years were marked by a rapid growth of employment in producer goods industries—a direct result of heavy defence expenditures. Consumer goods industries also expanded in this period but to a lesser extent. Since that time, Canada has experienced a mild recession and a marked recovery. It is

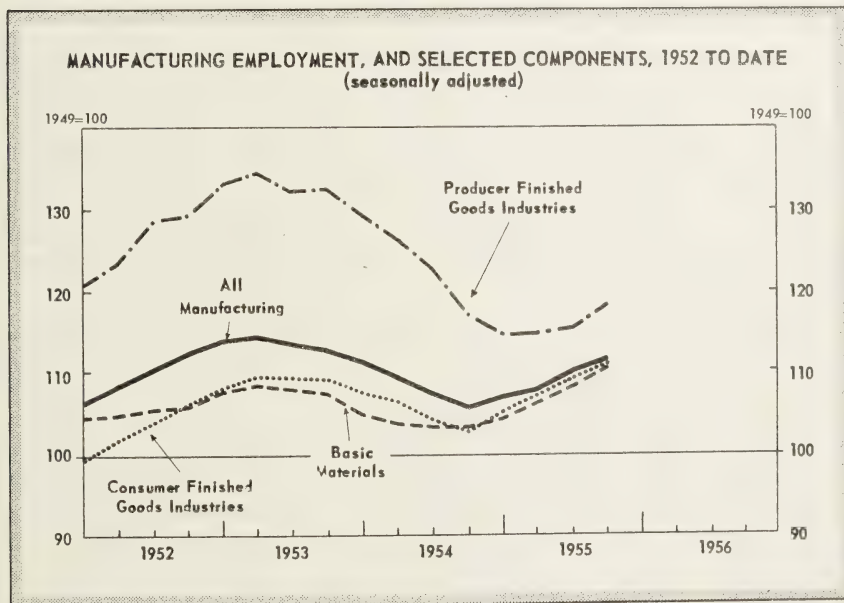
notable, however, that the producer goods industries have lost their position as the main support to employment growth in manufacturing.

Manufacturing employment reached a peak early in 1953. At that time, it was clear that the expansionary effects of resource development and the defence program had been largely concentrated in firms manufacturing producer goods, for employment in this group was more than one-third higher than the 1949 average, while the increase for manufacturing as a whole was only 15 per cent.¹ The producer goods group currently accounts for one-fifth of manufacturing employment and includes firms engaged in the production of aircraft, railway rolling stock, ships, agricultural implements, industrial machinery, boilers and other finished iron and steel products.

By the end of 1954, manufacturing employment had fallen by 8 per cent. Although the decline was fairly widespread, the largest drops occurred in the producer goods industries. The employment index for the group as a whole fell from 134 in April 1953 to 115 in January 1955, a drop of almost 15 per cent. The decline in industries producing consumer finished goods and basic materials was only about 4 per cent.

The pattern of recovery is noteworthy because, somewhat contrary to what might have been expected, the producer goods industries did not play the same dominant role as in the downturn. By the end of 1955, the

¹Many Canadian industries have fairly regular fluctuations in employment because of weather or other conditions that are directly related to the season of the year. In this analysis, these fluctuations have been eliminated from the reported employment indexes. This is done by dividing the actual employment index by an index of the average seasonal fluctuations during the past few years. The result is a seasonally-adjusted employment index that indicates the basic changes in employment.



Source: Employment and Payrolls Branch, D.B.S.
Adjusted for seasonal variations and strikes by the Economics and Research Branch, Department of Labour.

seasonally-adjusted index of manufacturing employment had risen to within 2 per cent of the 1953 peak. (It was almost level with the 1953 peak if workers on strike at General Motors plants are included.) However, only a little more than 10 per cent of the gain in manufacturing employment during 1955 took place in producer goods industries. In the preceding contraction, this group accounted for 50 per cent of the total employment decline in manufacturing.

The current situation varies considerably from industry to industry. In shipbuilding, for example, employment continued to decline throughout 1955 and at the end of the year was more than 20 per cent lower than at the beginning of 1953. Employment in the aircraft industry showed some increase in the last half of the year but was still well below the 1953 peak. The present pattern of defence expenditures suggests that employment levels in these industries will not change much, at least during the first half of this year.

A quite different situation exists among manufacturers of industrial machinery. Employment losses incurred during 1954 were regained in 1955 and the outlook suggests additional hirings in 1956. Production increases may be limited in some cases by the increasingly widespread shortages of engineers, draughtsmen, tool designers and skilled metal working tradesmen.

Employment in the railway rolling stock industry rose slightly during 1955 but was still well below the level of early 1953. Towards the end of the year, however, the railway companies placed substantial orders for railway rolling stock, so that the outlook has brightened considerably. The rate at which workers will be rehired in these industries, however, depends largely on the availability of materials. Reports received during January show that three firms laid off more than 2,000 employees because of steel shortages.

Employment in the agricultural implement industry also remained relatively low through most of 1955. In recent months, however, the market situation has strengthened, mainly because of the gradual reduction of surplus inventories in the hands of dealers and manufacturers. The improved situation has been reflected in factory shipments, which were considerably higher in the last quarter of 1955 than in the corresponding months of the two previous years, but there has been little evidence of anything more than a seasonal increase in the rate of hirings in this industry.

Activity in other iron and steel fabricating establishments was at relatively low levels through most of the year, although there were some employment gains in the last quarter. In the last two months production in some firms was held back because of temporary cutbacks in the motor vehicle industry. In others, particularly those serving the construction industry, there is a large and increasing backlog of work. The general prospect, therefore, is that in coming months this group of industries may show some improvement apart from the seasonal movements.

Labour-Management Relations

SETTLEMENT of the dispute between General Motors of Canada Limited and the United Automobile Workers of America was announced February 14. The new agreement, still to be ratified by the employees, brings to an end the strike of approximately 14,000 employees of General Motors that began on September 11, 1955, and that affected plants of the company at Oshawa, Windsor, St. Catharines, London and Toronto.

The board of conciliation appointed to try to resolve differences between the railway companies and the unions of non-operating employees began functioning January 30. At the middle of February the board was continuing its conciliation efforts over demands of the unions for a wage-rate increase and other matters (L.G., Jan., p. 5). Two unions of operating employees are reported to have proposed revisions to their contracts which expire at the end of March.

During the past month, collective bargaining has been in progress and a number of settlements have been reached in several other industries. These, however, applied to small bargaining units of employees compared with those in the railway and automobile industries.

Automobiles — Full details of the new agreement between General Motors of Canada and the UAW were not available at the time of writing but reports indicated that the 2½-year contract provides annual improvement-factor wage increases of 6 cents an hour, or 18 cents during the life of the agreement. Increases to adjust wage inequities will also be provided through a fund estimated to average 4 cents an hour. Also reported to be included are provisions for a modified guaranteed annual wage, increased benefits under group health and pension plans, eight statutory holidays rather than six, increased premium pay for work on weekends and holidays, higher shift differentials, a slightly improved vacation plan and a full union shop.

The guaranteed wage or supplemental unemployment benefit plan is similar to arrangements negotiated during 1955 between the UAW and automobile manufacturers in the United States. The company will contribute 5 cents an hour per employee to a fund from which weekly benefits will be paid to laid-off employees for a maximum of 26 weeks. If the benefits can be integrated with unemployment insurance payments, an employee could receive 65 per cent of his wages for four weeks and 60 per cent for 22 weeks. No payments will be made from the fund, however, until March 1, 1957.

The union was not successful in its effort to have the company pay the full cost of the group health and welfare insurance plan. A greater proportion of the cost will be assumed by the company, however, and benefits under the plan will be improved.

Collective agreements affecting the other two large automobile manufacturers, Ford Motor Company of Canada and Chrysler Corporation of Canada, do not expire until June and August respectively. The union is reported to be drawing up proposals for submission to the Ford Motor Company in April.

Railways - Little information was available on the progress of conciliation in the dispute between the railways and the non-operating employees. Among the operating unions, the Brotherhood of Locomotive Firemen and Enginemen is reported to be seeking a wage increase of 25 per cent and other benefits, including paid statutory holidays for yard service employees and premium pay for work on such days. The Brotherhood of Railroad Trainmen has made a similar request regarding statutory holidays and has proposed a general wage increase of 30 per cent. The Brotherhood of Locomotive Engineers had not, at the time of writing, finally established the proposals to be submitted to the companies regarding revisions in its contracts.

Water Transport - On February 1, a board of conciliation was established to deal with differences between the Association of Lake Carriers, representing operators on the Great Lakes waterways system, and the Seafarers' International Union, representing unlicensed personnel. This action followed unsuccessful efforts by a conciliation officer to obtain agreement between the parties. A proposed increase in wages and a change in the basis of pay from daily or monthly rates to hourly rates appear to be the main matters in dispute.

Negotiations between the same association and two other unions, the Canadian Merchant Service Guild, representing licensed officers, and the National Association of Marine Engineers, have failed to produce agreement. Conciliation officers have been appointed under the Industrial Relations and Disputes Investigation Act to mediate in the disputes. Wage matters are also at issue in these negotiations.

Civic Workers - Negotiations are in progress between a number of civic administrations across Canada and various organizations of their employees. Cities in which bargaining is presently going on or will shortly begin include Montreal, Toronto, Hamilton, Winnipeg, Saskatoon and Vancouver. In all of these cities the unions are seeking substantial wage increases together with other contract changes.

Agreements were reached late in January covering firemen and policemen in Montreal and operating engineers in Hamilton. Wage increases were provided in each case and hours of work for the Montreal firemen and policemen are to be reduced.

Coal Mining - A board of conciliation will try to resolve differences between the Dominion Coal Company and District 26 of the United Mine Workers of America. Appointment of the board followed negotiations over proposed changes in working conditions for the Nova Scotia miners. Reports indicate that a general increase in wage rates was not requested by the union. Depressed conditions in the industry, resulting in substantial layoffs of workers during the past several years, have provided poor grounds for wage increases.

Clothing - The Amalgamated Clothing Workers of America and the Quebec Associated Clothing Manufacturers have failed to reach agreement in the re-negotiation of their agreement. The union had asked for a wage increase of 10 per cent and increased fringe benefits. A board of conciliation was unable to arrive at a basis for settling the dispute.

Syndicates affiliated with the Canadian and Catholic Confederation of Labour are also negotiating with manufacturers grouped in the Quebec Garment Manufacturers' Association.

In Toronto, representatives of the Amalgamated Clothing Workers and the Associated Clothing Manufacturers have been negotiating for an extended period over revisions to their contract.

Rubber Products - Late in January a conciliation officer reported that he had been unable to settle differences between the Firestone Tire and Rubber Company of Canada, Hamilton, and the United Rubber, Cork, Linoleum and Plastic Workers of America. A recommendation for the establishment of a board of conciliation was made. More than 1,000 employees are represented by the union, which had originally requested, among other things, an increase of 20 cents an hour and a guaranteed annual wage.

Other Bargaining - A dispute between Canadian Pacific Air Lines and the Canadian Airline Flight Attendants' Association, representing stewardesses, which seemed on the verge of strike action a month ago, had not been resolved at the time of writing. It was reported, however, that the employees were voting on the acceptance of an offer of settlement.

About 1,500 workers are affected by agreements signed in January by the United Packinghouse Workers of America and companies with food-canning plants in various parts of British Columbia. Wage increases of approximately 7 cents an hour were negotiated and some reductions in working hours were agreed upon.

A new agreement to be effective until July 1958 was recently signed by representatives of the Montreal Transportation Commission and the Canadian Brotherhood of Railway Employees and other Transport Workers. Wage increases totalling 14 cents an hour are payable at intervals during the life of the contract.

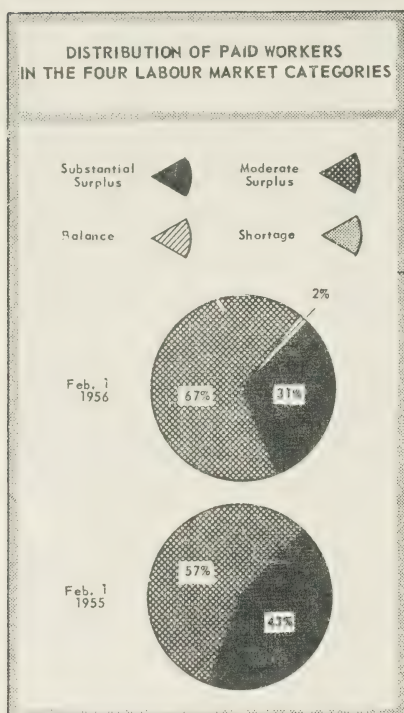
Settlements at a number of small manufacturers of metal products in Ontario were signed during the past month. Wage increases ranging for the most part from 5 to 10 cents an hour were provided.

Work Stoppages - Work stoppages in existence in January 1956 numbered 13. These involved 17,335 workers and resulted in a time loss of 338,340 man-days according to preliminary figures. In December 1955, the corresponding figures were 15 stoppages, 17,720 workers and 340,410 days. For January 1955, the figures were 16 strikes and lock-outs, 11,106 workers and 218,145 man-days.

On January 16 the strike of more than 1,000 workers at Canada Wire and Cable Company, Toronto, which began September 30, 1955, was terminated. A new agreement was signed by the company and the United Electrical, Radio and Machine Workers of America.

The main work stoppages in existence at February 15 involved structural steel workers at Sault Ste. Marie, and machinery factory workers at Lachine.

Manpower Situation in Local Areas



THE usual mid-winter employment declines occurred in virtually all local areas during January. This seasonal drop in business activity resulted in the reclassification of 37 of the 109 local areas: 25 from the moderate to the substantial labour surplus group, one from the substantial to the moderate surplus group and 11 from balance to the moderate surplus group. At February 1, classification of the 109 local labour market areas and the percentage of paid workers in each category was as follows (last year's figures in brackets): in balance, 5 (1) representing 2 per cent (0.5 per cent); in moderate surplus, 55 (44) representing 67 per cent (56.5 per cent); in substantial surplus, 49 (64) representing 31 per cent (43 per cent).

Unemployment in nearly all local areas was lower than last year. The year-to-year improvements in classification, however, were concentrated in the Ontario, Prairie, and Pacific regions; in the Atlantic and Quebec regions, all areas were in the same categories as in 1955. The changes that occurred during the month were distributed through all the regions; but in the Atlantic, employment cuts were more severe than usual because heavy rains and an early thaw held up woods operations.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Feb. 1 1956	Feb. 1 1955	Feb. 1 1956	Feb. 1 1955	Feb. 1 1956	Feb. 1 1955	Feb. 1 1956	Feb. 1 1955
Metropolitan	4	6	7	5	-	-	-	-
Major Industrial	11	15	16	12	-	-	-	-
Major Agricultural	4	7	10	7	-	-	-	-
Minor	30	36	22	20	5	1	-	-
Total	49	64	55	44	5	1	-	-

*See inside back cover October 1955 *Labour Gazette*.

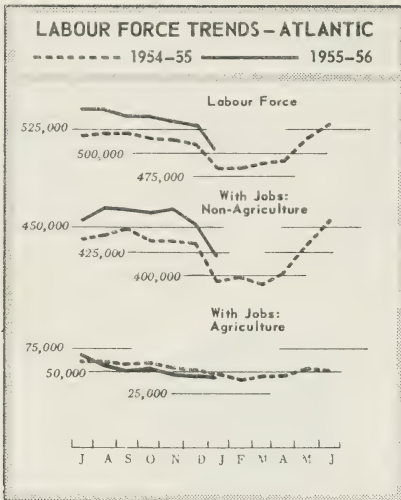
CLASSIFICATION OF LABOUR MARKET AREAS,

February 1, 1956

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec-Lévis St. John's VANCOUVER - NEW WESTMINSTER WINNIPEG	Calgary Edmonton Hamilton Montreal OTTAWA - HULL TORONTO Windsor		
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	Corner Brook CORNWALL FARNHAM - GRANBY JOLIETTE LAC ST. JEAN Manitou New Glasgow OSHAWA Shawinigan Falls SYDNEY Trois Rivières	Brantford Fort William - Port Arthur GUELPH Halifax KINGSTON Kitchener London Niagara Peninsula Peterborough Reyn - Val d'Or Saint John Sarnia Sherbrooke SUDBURY Timmins - Kirkland Lake Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)	CHARLOTTETOWN LETHBRIDGE Rivière du Loup THETFORD - MEGANTIC - ST. GEORGES	BARRIE Brandon Chatham Moose Jaw North Battleford Prince Albert RED DEER Regina Saskatoon Yorkton		
MINOR AREAS (labour force 10,000 - 25,000)	Beauharnois Central Vancouver Island Chilliwack Bathurst BRACEBRIDGE BRIDGEWATER CAMPBELLTON DAUPHIN Drummondville EDMUNDSTON Gaspé GRAND FALLS KENTVILLE KAMLOOPS Montmagny Newcastle Okanagan Valley OWEN SOUND PORTAGE LA PRAIRIE QUEBEC NORTH SHORE Rimouski Sorel Ste. Agathe - St. Jérôme St. Stephen Summerside TRURO Valleyfield VICTORIAVILLE WOODSTOCK, N.B. Yarmouth	Belleville - Trenton Cranbrook DAWSON CREEK DRUMHELLER Fredericton Goderich Lachute - Ste. Thérèse Lindsay LISTOWEL Medicine Hat North Bay Pembroke PRINCE GEORGE Prince Rupert SAULT STE MARIE Sincere St. Hyacinthe St. Jean Swift Current Trail - Nelson Walkerton Weyburn	Brampton Galt Stratford St. Thomas Woodstock - Ingersoll	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

ATLANTIC



EMPLOYMENT fell sharply in the Atlantic region during January, as unseasonable weather severely curtailed outdoor work. The logging industry in particular was affected, as an early thaw brought hauling operations to a virtual standstill. Logging employment dropped to a lower level by the end of January than a year earlier; it had been 2,200 higher at the beginning of the month. Trucking and sawmilling underwent sizeable employment declines following the closing of secondary roads. Other factors contributing to the increase in unemployment during the month were the return of seamen from the

Great Lakes and the usual seasonal slackening in construction. Total employment remained at a notably higher level than a year earlier, however, despite the temporary slowdown in woods operations. The number of persons with jobs at January 21 was estimated at 462,000, a decline of 33,000 from December 10, 1955, but an increase of 21,000 from a year earlier. Year-to-year employment gains in manufacturing, construction and trade were chiefly responsible.

Nine of the 21 areas in the region were reclassified during the month from the moderate to the substantial labour surplus category. At February 1, the area classification was the same as a year before: in moderate surplus, 3; in substantial surplus, 18.

Local Area Developments

St. John's (metropolitan). Remained in Group 1. Unemployment increased markedly in this area during January. By the end of the month, registrations for employment were about equal to last year's at the same date. Construction workers accounted for more than half of the registrations, and loggers for most of the remainder.

Sydney (major industrial). Reclassified from Group 2 to Group 1. Except for employment contractions in seasonal industries, very little change occurred in this area during January. Coal mining, iron and steel and ship repairing remained active. Employees were recalled in the ship-building industry following receipt of additional refit work. Employment continued slightly higher than a year ago, principally because of improved markets for lumber and coal.

Charlottetown (major agricultural). Reclassified from Group 2 to Group 1.

Bridgewater, Campbellton, Grand Falls, Kentville, Truro, Edmundston and Woodstock (minor). Reclassified from Group 2 to Group 1.

QUEBEC

EMPLOYMENT in the Quebec region declined slightly more than seasonally during January. Steel shortages were responsible for layoffs by steel-using establishments and shortages of water and electricity caused a drop in employment in some manufacturing concerns. On the other hand, logging operations were maintained at a high level and were expected to continue high throughout February. Employment dropped most sharply in the construction industry, although it remained above the January 1955 level. It decreased further in the transportation industry and slightly in logging.

At January 21, the number of persons with jobs was estimated at 1,456,000, a decrease of 61,000 from December 10, 1955, but an increase of 43,000 from January 22, 1955.

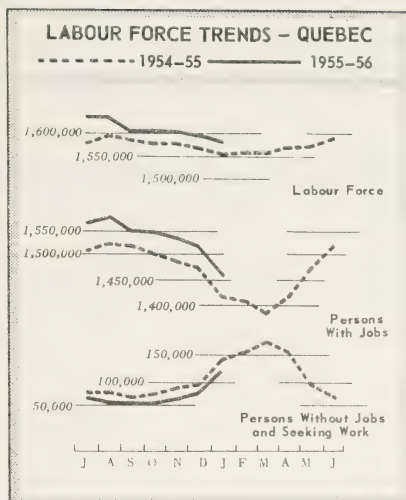
Labour surpluses increased in almost all labour market areas in the region during January and brought six areas from the moderate to the substantial surplus category by the end of the month. Although the area classification was the same at February 1, 1956, as a year earlier, the number of persons registered for employment was lower in all 24 local areas. Classification of the areas at February 1 of both years was as follows: in moderate surplus, 6; in substantial surplus, 18.

Local Area Developments

Montreal (metropolitan). Remained in Group 2. The number of persons registered for employment increased seasonally during January but remained well below the January 1955 level. The usual seasonal decline in employment continued in construction, transportation and trucking; steel shortages were responsible for reduced activity in steel-using industries. Job openings increased in logging, secondary textiles and, by the end of the month, in the rubber footwear and leather goods industries.

Quebec - Lévis (metropolitan). Remained in Group 1. Seasonal reductions in employment were most severe in retail trade, clothing, transportation and construction. However, employment did not drop as low as in January last year. Shoe and glove industries were rehiring workers and primary textiles operated at capacity.

Lac St. Jean (major industrial). Reclassified from Group 2 to Group 1. Labour requirements declined seasonally in construction, retail trade and transportation. Labour surpluses were also increased by large layoffs in metalworking industries because of water and electricity shortages. Despite this, employment conditions were better than last year owing to high employment in logging and wood cutting, which was expected to last till the end of February.



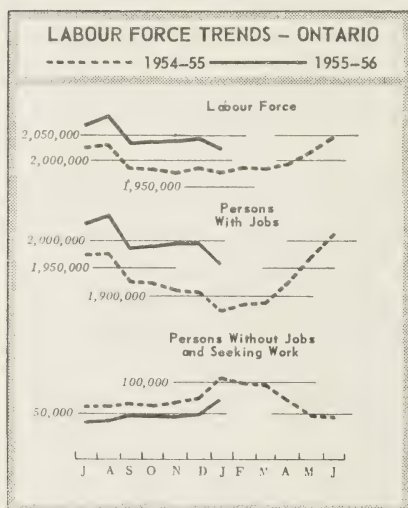
Farnham – Granby (major industrial). Reclassified from Group 2 to Group 1. The usual seasonal employment decline occurred in construction, agriculture and the rubber industry. The General Motors strike was responsible for temporary layoffs in some textile firms producing materials for cars. The shutdown of an electrical supplies firm added to the labour surpluses.

Joliette (major industrial). Reclassified from Group 2 to Group 1. The usual seasonal decline in employment was intensified by the permanent closing of a match plant.

Thetford – Megantic – St. Georges (major agricultural). Reclassified from Group 2 to Group 1. Labour surpluses increased seasonally.

Quebec North Shore and Victoriaville (minor). Reclassified from Group 2 to Group 1.

ONTARIO



IN ONTARIO, employment in construction, retail trade, and the light manufacturing industries showed the usual seasonal decline during January. The number of persons with jobs dropped by 40,000 during the month to an estimated 1,954,000 at January 21; this was about 80,000 higher than at the same date in 1955. Employment in the manufacturing and construction industries was substantially higher than in 1955 and there were also slight year-to-year gains in mining, logging, trade and services. The heavy manufacturing industries continued at capacity, with engineers, draughtsmen and most skilled metal tradesmen still

scarce. On the other hand, production in some of the General Motors feeder plants was further reduced and there were scattered layoffs in iron and steel processing and construction because of steel shortages.

The generally high level of employment throughout the region was reflected in a more balanced labour demand and supply situation than last year in nearly all areas. At February 1, the classification of the 34 local labour market areas was as follows (last year's figures in brackets): in balance, 5 (0); in moderate surplus, 25 (22); in substantial surplus, 4 (12).

Local Area Developments

Hamilton (metropolitan). Remained in Group 2. Further seasonal declines occurred in construction. Capacity operations continued in the iron and steel industry and, towards the end of the month, demand for workers for the electrical apparatus industry increased. Engineers, tool and

die-makers, draughtsmen, machinists, electronics technicians and other skilled metal workers continued in short supply.

Ottawa-Hull (metropolitan). Reclassified from Group 3 to Group 2. Gradual seasonal reductions in construction brought the area into surplus, but unemployment remained lower than last year.

Toronto (metropolitan). Reclassified from Group 3 to Group 2. There was some seasonal reduction in the construction and light manufacturing industries during January. Heavy manufacturing industries continued to operate at capacity, with most skilled metal tradesmen in short supply.

Windsor (metropolitan). Remained in Group 2. Ford and Chrysler and most other manufacturing industries continued busy. Further layoffs occurred in the General Motors feeder plants.

Cornwall (major industrial). Reclassified from Group 2 to Group 1. Registration of construction workers, seamen and longshoremen brought the area into substantial surplus. Employment in the textile industry was steady.

Guelph (major industrial). Reclassified from Group 3 to Group 2. Most industries remained busy. Unemployment levels were well below last year's.

Kingston (major industrial). Reclassified from Group 3 to Group 2. Employment was still high in construction and in the manufacturing of textiles, aluminum goods and railway locomotives.

Oshawa (major industrial). Reclassified from Group 2 to Group 1. Continuation of the General Motors strike resulted in gradual cut-backs in employment at the feeder plants.

Sudbury (major industrial). Reclassified from Group 3 to Group 2. Mining operations continued at near capacity. Logging employment was slightly higher than a year earlier. The demand for labour at the Blind River uranium developments remained strong.

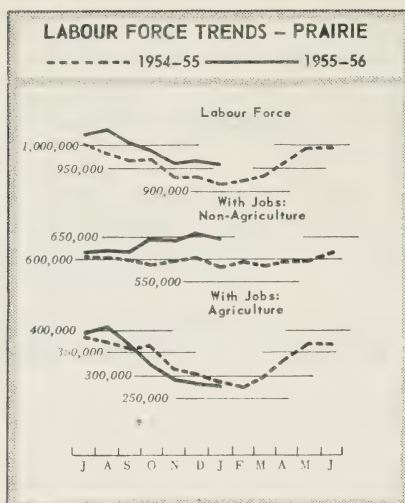
Barrie (major agricultural). Reclassified from Group 3 to Group 2.

Bracebridge and Owen Sound (minor). Reclassified from Group 2 to Group 1.

Listowel and Sault Ste. Marie (minor). Reclassified from Group 3 to Group 2.

PRAIRIE

ECONOMIC activity in the Prairie region showed continuing strength during January, despite the effect of severe winter weather. The seasonal employment decline was the smallest recorded for January in the last four years. Layoffs during the month were almost entirely seasonal and chiefly confined to construction and related industries. An upturn in coal-mining employment partially offset these declines; certified coal miners were in strong demand in several areas but no acute shortages were reported. The number of persons with jobs in the region was estimated at 925,000 at January 21, which was 13,000 fewer than the figure



at December 10, 1955, but 55,000 more than a year earlier. This was the largest year-to-year difference on record and a reflection of the basic strength of the region's economy.

Seven labour market areas were reclassified during the month—three from balance to the moderate labour surplus category and four from the moderate to the substantial surplus category. At February 1, classification of the 20 areas in the region was as follows (last year's figures in brackets): in balance 0 (1); in moderate surplus 16 (11); in substantial surplus 4 (8).

Local Area Developments

Calgary (metropolitan). Remained in Group 2. Unemployment continued to rise as a result of further seasonal slackening in the construction industry. The volume of construction being carried out was about equal to the winter record of last year but unusually severe weather resulted in the release of a considerable number of workers during early January. In the last two weeks of the month, intermittent employment was considerable as temperatures moderated. Recall of workers caused a reduction in total registrations for employment during the last week of January, in contrast to the usual seasonal pattern. Total employment in the area remained at a notably higher level than a year earlier, the sharpest year-to-year gains being recorded in the wholesale and retail trade.

Edmonton (metropolitan). Remained in Group 2. Construction and transportation accounted for almost all of the increase in unemployment during January. Total unemployment remained at a notably lower level than a year earlier, reflecting the buoyancy of industrial activity in this area. Job opportunities were more numerous than a year before in almost all occupations; the most notable improvements were recorded in the professional, sales, clerical and metal-working occupations.

Winnipeg (metropolitan). Reclassified from Group 2 to Group 1. While seasonal reductions in manufacturing employment occurred during the month, layoffs were fewer and of shorter duration than usual.

Lethbridge (major agricultural). Reclassified from Group 2 to Group 1.

Red Deer (major agricultural). Reclassified from Group 3 to Group 2.

Dauphin and Portage La Prairie (minor). Reclassified from Group 2 to Group 1.

Dawson Creek and Drumheller (minor). Reclassified from Group 3 to Group 2.

PACIFIC

EMPLOYMENT in the Pacific region declined considerably less than seasonally during January and remained notably higher than a year before, particularly in non-agricultural industries. As a result, unemployment continued to be significantly lower than last year, especially in the Vancouver-New Westminster area. The estimated number of persons with jobs in the week of January 21, at 434,000, was 10,000 less than a month earlier but 31,000 more than at January 22, 1955. The seasonal pick-up in employment appeared

to have begun, as usual, during the last week of the month and full industrial activity will be resumed as soon as weather permits. In several areas, there was already a scarcity of fully qualified workers in some skilled occupations. Employment in manufacturing, apart from seasonal industries, continued to rise higher above last year's. Construction was very active for this time of the year, particularly in the pulp and paper industry and in the extension of the smelter at Kitimat. Sawmill production continued at a high level but logging activities were still hampered by heavy snow. Mining maintained steady operations.

During the month two labour market areas were reclassified from the moderate to the substantial labour surplus category and one from the substantial to the moderate surplus group. At February 1, the classification of the ten labour market areas in the region was as follows (last year's figures in brackets): in moderate surplus, 5 (2); in substantial surplus, 5 (8).

Local Area Developments

Vancouver-New Westminster (metropolitan). Reclassified from Group 2 to Group 1. Total industrial employment declined slightly from a month earlier but continued to rise above year-earlier levels, partly because of favourable weather conditions. Mining operations continued at the same rate as in the preceding month. By mid-January logging operations were resumed in some districts but the production of lumber and allied products slowed down in Vancouver because of log shortages, high log prices and lack of water. Conditions in the construction industry improved during the month. Manufacturing was particularly active in the clothing and metal trades industries.

Victoria (major industrial). Remained in Group 2. The over-all employment picture in the logging industry was better than usual for this time of the year. Sawmills continued to operate at a fairly high level. All metal and chemical industries were busy. Construction activity was exceptionally strong for the season. As a result, the number of unemployed for the month was the lowest since 1948.

Kamloops (minor). Reclassified from Group 2 to Group 1.

Prince George (minor). Reclassified from Group 1 to Group 2.



Current Labour Statistics

(Latest available statistics as of February 10, 1956)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Jan. 21	5,517,000	- 1.3	+ 2.8
Total persons with jobs.....	Jan. 21	5,231,000	- 2.9	+ 4.6
At work 35 hours or more.....	Jan. 21	4,705,000	- 0.9	+ 4.9
At work less than 35 hours.....	Jan. 21	364,000	-28.9 ¹	- 4.5
With jobs but not at work	Jan. 21	162,000	+27.6	+20.0
With jobs but on short time	Jan. 21	40,000	- 4.8	-28.6
With jobs but laid off full week	Jan. 21	26,000	+44.4	+13.0
Persons without jobs and seeking work	Jan. 21	286,000	+43.0	-21.2
Total paid workers	Jan. 21	4,107,000	- 2.9	+ 6.9
In agriculture	Jan. 21	74,000	0.0	-23.7
In non-agriculture	Jan. 21	4,033,000	- 3.0	+ 7.7
Registered for work, NES (b)				
Atlantic	Jan. 19	69,206	+98.6	- 1.5
Quebec	Jan. 19	150,501	+83.5	-14.4
Ontario	Jan. 19	135,027	+66.2	-22.8
Prairie	Jan. 19	75,581	+52.7	- 9.9
Pacific	Jan. 19	54,238	+38.8	-16.5
Total, all regions	Jan. 19	484,553	+69.0	-14.9
Claimants for Unemployment				
Insurance benefit	Jan. 1	388,129	+76.6	-19.0
Amount of benefit payments	December	\$11,942,873	+37.9	-38.5
Industrial employment (1949=100).....	Dec. 1	117.8	- 0.3	+ 5.1
Manufacturing employment (1949=100)	Dec. 1	112.3	- 0.5	+ 6.5
Immigration	Year (1955)	109,946	-	-28.7(c)
<i>Industrial Relations</i>				
Strikes and Lockouts—days lost	January	338,340	-	-
No. of workers involved	January	17,335	-	-
No. of strikes	January	13	-	-
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	Dec. 1	\$61.99	0.0	+ 4.0
Average hourly earnings (mfg.).....	Dec. 1	\$ 1.46	+ 0.5	+ 3.5
Average hours worked per week (mfg.)	Dec. 1	41.6	- 0.2	+ 1.0
Average weekly earnings (mfg.)	Dec. 1	\$60.78	+ 0.2	+ 4.5
Consumer price index (av. 1949=100)	Jan. 3	116.8	- 0.1	+ 0.3
Real weekly earnings (mfg. av. 1949=100)	Dec. 1	124.6	+ 0.2	+ 4.2
Total labour income .....\$000,000	November	1,133	- 0.5	+ 9.3
<i>Industrial Production</i>				
Total (average 1935-39=100).....	November	283.5	0.0	+11.4
Manufacturing	November	285.0	+ 0.1	+10.5
Durables	November	340.9	0.0	+14.0
Non-Durables.....	November	249.3	+ 0.3	+ 7.5

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, October 1955 *Labour Gazette*.

(b) See inside back cover, October 1955 *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

¹ Religious holiday occurred during the survey week.

Notes of Current Interest

Work on Public Projects Continues during Winter

Despite the severity of the weather this winter, work is continuing on each of the 196 building projects of the Department of Public Works now in progress.

This was revealed by the Hon. Robert Winters, Minister of Public Works, at the laying of the cornerstone of the new Federal Building at North Bay, Ont., last month. He cited the construction of the building as an example of how well the Government's efforts to alleviate winter unemployment are having effect.

The 196 projects, Mr. Winters said, "are providing work and wages for people at a time when even a few years ago they would have been closed down until spring.

"Here is an example," he added, "of what can be accomplished when private enterprise and government team up to tackle a problem of common concern."

He also predicted that employment in house-building would be higher this winter than last. "At the end of 1955 there were some 78,000 dwelling units under construction, 14 per cent more than at the end of 1954," he said. "This means a corresponding increase in the labour required to complete these dwellings in the first four or five months of the year."

Mr. Winters estimated an increase of some eight million man-hours in direct employment in house-building activity this winter compared with last winter. "This represents an increase in employment of 10,000 men," he pointed out.

Locomotive Firemen Seek 25-Per-Cent Pay Increase

Locomotive firemen employed by Canadian railways and harbour boards will ask for a basic wage increase of 25 per cent when they negotiate a new agreement to replace the one that expires on March 31. They will also demand pay for all statutory holidays not worked and time and a half for holidays worked. A third demand will be that time lost on account of layoffs, illness or injury shall be counted as service in computing pension.

An announcement that these demands were to be served on the companies on February 1 was made last month by W. E. Gamble, Vice-president of the Brotherhood of Locomotive Firemen and Enginemen.

The wage demand of the locomotive firemen is computed to be about equal to the demand of the non-operating employees of the railways for an 18-per-cent wage increase and a health plan, which together are equivalent to about 33 cents an hour.

(The Canadian Brotherhood of Railway Employees (CCL) announced last month that it will use every means at its disposal to safeguard the right to strike and to oppose compulsory arbitration as a means of settling railway workers' disputes.)

British Rail Workers Granted Wage Boost

An offer of a 7-per-cent wage increase made by the British Transport Commission was accepted last month by three unions representing 450,000 workers. Together with other benefits which will add about \$7,000,000 to the Commission's wage bill, the total cost of the extra wages will amount to approximately \$70,000,000 a year.

Of the three unions concerned, the Associated Society of Locomotive Engineers and Firemen and the Transport Salaried Staffs Association had asked for an increase of 7½ per cent, while the National Union of Railwaymen had tried to get a 10-per-cent increase.

The increases mean that porters, whose present basic wage is equal to \$19 a week, will receive an extra \$1.35, while for top scale engineers the basic wage will rise from \$27.72 to \$29.66 a week. Actual earnings are higher than these amounts, since considerable overtime is worked.

Impetus to Inflation

Some economists fear that these wage increases, together with increases in other industries, will add impetus to the dangerous inflationary trend already in evidence in the United Kingdom, although the speed and goodwill with which the negotiations were concluded lend encouragement to the hope that 1956 will be comparatively free from industrial strife. A good deal of Britain's economic difficulty is generally ascribed to the railway and dock strikes last year, which had an unfavourable effect on exports.

The railway unions have undertaken to co-operate with the Commission in making the operation of the lines more efficient, in which case much of the new wage bill might be made up by economies.

Railway Revenues Jump To Twice Total Year Ago

Net operating revenues of Canada's principal railway systems jumped to \$16,806,277 in October, more than double the preceding year's total of \$7,448,926, the Dominion Bureau of Statistics reports.

Operating revenues rose 16 per cent to \$106,395,233 from \$91,698,098 while operating expenses showed a smaller rise of 6.3 per cent to \$89,588,956 from \$84,249,172.

Employees on railway payrolls numbered 185,418, up from 185,048, and total payroll increased to \$54,078,192 from \$52,529,209.

30 Canadians to Attend Oxford Study Conference

A conference this summer to study the human problems raised by industrialization, which is being sponsored by the Duke of Edinburgh, will be attended by 30 Canadian delegates.

The conference, which will be held in Oxford, England, from July 9 to 27, and will be attended by some 280 persons from Britain and from Commonwealth countries, grew out of a suggestion made to the Duke by Britain's Industrial Welfare Society, of which he is a patron. A council of 48 men and two women, set up by him in July 1954, has been laying plans for the conference.

The committee charged with selecting the Canadian delegates is under the chairmanship of the Rt. Hon. C. D. Howe, Minister of Trade and Commerce. The Duke of Edinburgh broached the matter of the conference to Mr. Howe when the latter was in London last year.

Vice-chairmen of the selection committee are Claude Jodoin, President of the Trades and Labour Congress of Canada, and W. S. Kirkpatrick, Vice-president of Consolidated Mining and Smelting Co.

It has been emphasized that the conference is not for research workers but "for young people actually engaged in industry," as the Duke wrote in a booklet describing the purpose of the meetings. "Its main value will not lie in the reports of speeches and discussions. Its value will depend upon what the members make of what they see and hear," he continued.

"Ultimately, it is hoped that the members will be able to extend their influence in their own countries and industries to the end that industrial enterprises are so organized that they form an integral part of a happy and healthy community," he said.

The conference will consider how discipline can be reconciled with freedom and

initiative in an industrial plant, "how you can overcome the boredom of performing a simple mechanical task and how you can lead all those connected with industrial enterprise to feel that they have a stake in its success," as Mr. Howe put it.

Applicants will be chosen mainly from among men and women between the ages of 25 and 45 years.

Since the conference is essentially for persons actively engaged in industry, government departments, universities, banks, finance companies, and so on, are not to be represented; neither will farmers be included. Employees of Crown companies are eligible, however.

Members of the Canadian delegation are being chosen from among persons recommended by businessmen and labour leaders.

Those who are helping in the selection include: H. Crombie, Vice-president of Dominion Engineering Works, Montreal, and J. B. Stirling, President of E.G.M. Cape and Co., a Montreal construction firm, on the management side; and Donald MacDonald, Secretary-Treasurer of the Canadian Congress of Labour, on the labour side. Two other labour men are to be appointed, Mr. Howe said, and W. J. Bennett, President of the Atomic Energy of Canada, Ltd., will represent Crown companies on the selection committee.

Changed Regulations Will Restore Jobless Benefits

Unemployment insurance regulations will be relaxed to restore benefits to some workers who were temporarily disqualified under the new Unemployment Insurance Act that went into effect last October 2, Hon. Milton F. Gregg, Minister of Labour, announced in the House of Commons on January 25.

Net effect of the change will be to restore benefits to those who could have qualified under the old regulations but could not do so under the new ones.

A more detailed explanation of the change will appear in the March issue.

CORRECTION

It was reported in the LABOUR GAZETTE account of the CCL convention in October that Secretary-Treasurer Donald MacDonald had been voted a salary increase to \$10,000 a year. Actually, Mr. MacDonald did not receive the increase at that time, that salary having been established at the 1954 convention.

CMA Suggests Reduction In Income Tax Rates

"If present tax rates are continued, they will impede the development of manufacturing in this country," the Canadian Manufacturers' Association declared in a submission last month to the Hon. W. E. Harris, Minister of Finance.

The rates at which personal and corporation income taxes are levied could well come under the closest scrutiny, the CMA brief said.

While recognizing the Government's needs for substantial revenues to provide the necessary public services, including existing social security measures, the CMA urged Mr. Harris to study carefully the effect of taxation policy on the maintenance of a high and steady level of employment, the progressive expansion and improvement of productive resources, and the need to guard against inflation.

Personal Income Taxes

On the subject of personal income taxes, the Association submitted that, with so highly progressive a rate structure, the increase in rates in recent years has discouraged initiative, particularly for those in the middle income bracket, whose taxes have increased from four- to six-fold in pre-war dollars in the last 15 years.

The present top corporation rate of 47 per cent on all profits in excess of \$20,000 makes it difficult to interest the owners of capital in investment in Canadian industry. Into the bargain, the existing rate encourages borrowing for purposes of expansion rather than securing the needed capital by stock sale, because of the necessity of paying taxes on the profits out of which the dividends are paid, the CMA pointed out.

A further submission was that, in view of its effect on the willingness of married women to work in industry and commerce, consideration should be given to raising substantially the present \$250 limit set to the earnings permitted them before their husbands' tax exemption was reduced.

With regard to the Excise Tax Act, the Association recommended that the 15-per-cent and 10-per-cent special excise taxes on commodities be abolished. The selection of certain specified commodities for special taxes was both unsound and discriminatory and it was suggested that there should be no place in Canada's permanent tax structure for special taxes on any commodities. These temporary taxes have now been in effect for many years and, in the main, the reasons for their imposition no longer exist.

The Association also asked that all articles and materials that enter into the cost of manufacture or production of goods be exempted from sales tax. These would include items that are now taxable, such as machinery and apparatus for exclusive or primary use in the repair or maintenance of machinery used directly in the production of goods, lubricating oils and grease when used in the production of goods, and equipment and materials for the promotion of safety and health of workmen engaged in the manufacture or production of goods.

All building materials should also be made completely exempt from sales tax, the CMA declared.

Chamber of Commerce Requests Tax Changes

A number of changes in income tax, excise tax, and federal succession duty taxes were suggested by the Canadian Chamber of Commerce in a brief sent last month to Finance Minister Harris and Revenue Minister McCann.

The Government was asked to make more liberal allowance for medical expenses by making such expenses deductible for income tax purposes when they exceed 3 per cent of income after deduction of personal exemptions, instead of before as at present.

The Chamber also suggested that persons providing individually for their retirement should be granted tax exemptions similar to those given persons contributing to approved pension schemes.

That tax assessments should be issued by the Department of National Revenue only after a taxpayer's return has been "adequately reviewed"; and that, except in cases of fraud, the right to re-assess a taxpayer should not extend beyond one year from the time of assessment, was another recommendation made by the Chamber. Taxpayers should "have the right of appeal from any assessment," it was further contended.

Another suggestion was that professional accountants be appointed to the Income Tax Appeal Board, because the Board deals "continually" with accounting problems.

Three recommendations made formerly and repeated this year were: that beneficiaries under a deferred profit-sharing plan be taxed only as and when they receive payments under the plan, that a wife employed by her husband as an ordinary employee be allowed to list her salary separately rather than jointly with her husband, and that costs of appealing assessments be deductible from taxable income.

Manitoba Labour Asks 85-Cent Minimum Wage

A minimum wage for Manitoba workers of 85 cents an hour was requested in December in a joint submission made by Winnipeg and provincial labour bodies to the Manitoba Minimum Wage Board, while the Winnipeg Chamber of Commerce contended that an increase in the present minimum wage scales might result in some workers losing their jobs.

In a short submission to the Board the Chamber put forward three points which it believed should be considered in regard to any "contemplated, proposed or prospective alteration" in present levels:—

1. No change should be made in the present scales "except on clear proof that real hardships are now being created directly because of present minimum levels being too low and that because of such a fact, employers are taking an unfair advantage of employees".

"Tend to Loss of Jobs"

2. Present minimum wage levels "affect only those who are either physically or mentally incapable of earning more—that is, people who are incapable of competing on equal terms with able-bodied and mentally alert persons. In these cases an increase in present minimum levels will tend to a loss of jobs and hence be contrary to the public interest."

3. Regulation of minimum wages by law "never was nor is it now intended to affect general wage levels as such. These are now generally determined by collective bargaining. Consequently no desire either to increase or decrease the general wage level should be reflected in the determination of the level of minimum wages."

The brief added that minimum wages now paid to practically all employees of Chamber members were considerably in excess of the minimum set by the Minimum Wage Regulations.

The labour brief, which was prepared jointly by the Manitoba Provincial Federation of Labour (TLC), the Winnipeg and District Trades and Labour Council (TLC), the Winnipeg Labour Council (CCL), the Winnipeg Central Council (OBU) and the Manitoba Provincial Legislative Committee of the International Railway Brotherhoods, also requested:—

40-Hour Work Week

Reduction of the present 44- and 48-hour, six-day work week to a 40-hour work week. (The 44-hour week applies to female workers and the 48-hour week to male workers.)

Deletion of all regulations providing for the issuing of permits allowing payments of less than minimum rates, except for physically- or mentally-handicapped persons.

Prohibition of the employment of any person under 16 years of age unless a permit is obtained from the Minister of Labour.

Arrange Special Training For Jobless N.S. Miners

Arrangements to provide special training facilities for unemployed Nova Scotia miners have been made by the Nova Scotia Department of Labour in co-operation with the federal Department of Labour.

In making the announcement last month, an official of the Glace Bay National Employment Office said it would involve an expansion of the regular training facilities at the provincial Department of Labour's trade school at North Sydney. Special preference, he said, would be given to unemployed persons who have been employed in the coal mining industry.

A training bulletin issued by the Nova Scotia Department of Labour stated that the courses would depend on the number of requests from unemployed coal miners, the employment opportunities, and the extent to which facilities can be set up in the school.

The main course, at least for a time, the bulletin said, would be for the training of diesel mechanics. The course was planned to start at the end of January and continue for eight months.

A course for mine electricians was also being set up to begin sometime this month. It was planned to give consideration to such courses as television servicing, heating unit servicing and barbering, provided sufficient candidates apply.

Number Receiving Blind Allowances Up Slightly

The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,140 at June 30, 1955, to 8,159 at September 30, 1955.

The Federal Government's contributions under the federal-provincial scheme totalled \$721,285.20 for the quarter ended September 30, 1955, compared with \$719,314.02 in the preceding quarter. Since the inception of the Act, the Federal Government has contributed \$10,947,551.68.

At September 30, 1955, the average monthly allowance in the provinces ranged from \$37.73 to \$39.49. In all provinces the maximum allowance paid was \$40 a month.

See More Automation in Offices than in Plants

Automation was generally foreseen as becoming more extensive in office operations than in manufacturing by 67 United States executives queried in a recent survey by the Bureau of National Affairs.

Generally, too, the 67 executives were of the opinion that the work force in individual plants will be reduced by normal turnover rather than layoffs. Most of those questioned did not expect a cut in the work week in the next five years but 40 per cent foresaw a cut to 35 or 37½ hours.

Some effects which the group expected to accompany automation were: (1) a decrease in the number of employees in individual plants; (2) greater specialization in the work force; (3) proportionately lower labour costs; (4) more centralized company organization; (5) greater supervisory training needs, and (6) higher wage rates and more widespread application of severance pay.

A Canadian executive, Robert D. Armstrong, Comptroller of the Canadian National Railways, referring to the new electronic computers being introduced into CNR accounting operations, had this to say about the effects of automation:—

"The computer can make calculations that dazzle the mind, but it is still only a machine. It has no intelligence, so it has to be directed by human intelligence.

"With the machines operating, we will need fewer employees. But there should be no layoffs because the normal rate at which a company as big as ours loses employees through marriage, death and retirement is greater than the rate at which we would have to cut clerical staffs.

"It'll just be a matter of not making replacements when certain vacancies occur," he pointed out.

At a conference held this month in conjunction with an engineering show at Philadelphia, L. C. Morrow, conference chairman and consulting editor of *Factory Management and Maintenance*, looked ahead to 1975.

By 1975, he claimed, "there won't be enough workers to fill the demand unless there is a great deal more speed in the application of automatic operation than we can see today.

"If we continue to improve standards of living at the rate we are going, by that time we'll have to produce \$3,900 worth of goods and services for each of our 220,000,000 population, or a total of \$858,000,000,000."

Mr. Morrow predicted that by 1975 each worker would be producing \$10,150 worth of goods and services a year, so that there would be a need for 84,000,000 workers.

Remove Health Matters From Bargaining, is Plea

Industrial medicine should be removed from the arena of labour-management bickering because a factory's health programs now reach beyond the plant and into homes, Harry Read, Assistant Treasurer of the AFL-CIO, said last month. He was speaking at the American Medical Association's conference on industrial health.

Although tremendous progress has been made from the days when workers regarded the plant doctor as a member of management's staff and even a snooper for management, the still-practised method of bargaining for health provisions acts as a deterrent on good employer-employee relations, he said.

Industrial medicine now plays so vital a role that it should be recognized for that importance and no longer be fought over like wages, hours or working conditions, he added.

Advise No Major Change In U.K. Health Service

A committee appointed by the U.K. Government to examine the cost, efficiency and future of the National Health Service reports that there has been no widespread extravagance in the use of money and manpower and no lowering of service by physicians. The service was initiated in 1948.

"We are strongly of the opinion", the committee stated, "that it would be altogether premature at the present time to propose any fundamental change in the structure of the National Health Service."

While there were defects of organization and administration, the service's record of performance has been one of real achievement, the committee said.

"Looking to the future, it is clear that there are long-term problems of high importance confronting the National Health Service, not a few of which can only be solved by the medical profession itself and which call for all the qualities of statesmanship and adaptability that it can command," the committee said.

The committee made no suggestions for substantial reductions in the annual cost of the service; in fact, it reported that some of its recommendations would tend to increase the cost.



J. A. McClelland, OBE

J. A. McClelland, OBE, of War Labour Board, Killed

John A. McClelland, a former Vice-president of the International Association of Machinists (AFL-TLC) and who served on the National War Labour Board during the Second World War, for which he received the Order of the British Empire, died in a fire on January 9. He was 77 years of age.

Born at Barrow-in-Furness, England, Mr. McClelland was educated in Ireland and came to Canada in 1903. He was with the CPR for several years.

From 1912 to 1928 he served as an official of the IAM. During the First World War he was associated with government services and afterwards represented Canada at a number of labour conferences in Europe. From 1932 to 1940 he served on several boards of conciliation.

Joined Board in 1941

In 1941 Mr. McClelland joined the War Labour Board, serving on its executive committee, then as technical adviser and finally as a member of the Board until it went out of existence in 1946.

Mr. McClelland remained with the Department of Labour until 1948, when he retired to his home at Valois, Que.

Canada Ups Contribution To Technical Aid Plan

Canada's pledged contribution to the Expanded Program of Technical Assistance of the United Nations and the Specialized Agencies for 1956, subject to approval by Parliament, is \$1,800,000, an increase of \$300,000 over the sum pledged for 1955.

At the sixth annual pledging conference for the Program held in New York in October, 61 governments pledged a total of \$28,031,536, which is already more than the total of \$27,996,017 pledged for 1955, although a number of governments have still to make their pledges.

Colombo Plan

Most of the Colombo Plan countries also reported progress which equalled, and in some cases surpassed, that made in the previous year, according to the Colombo Plan Annual Report for 1954-55.

At a recent ministerial meeting in Singapore it was decided to expand the Plan until 1961.

Economic indicators show that there has been a considerable rise in national income and output in most of the countries concerned. In some the rise of income was at a greater rate than the growth of population. The rate of increase in income and output was, however, uneven.

Development outlay under the Plan continued to increase in all sectors. Agriculture attracted more than two-fifths of the total, transport and communications stayed at about one-quarter, and public health, education and housing also remained at about one-quarter.

Old Age Assistance Recipients Fewer

The number of persons receiving old age assistance in Canada decreased from 94,493 at June 30, 1955, to 94,452 at September 30, 1955.

The Federal Government's contributions under the federal-provincial scheme totalled \$5,290,907.33 for the quarter ended September 30, 1955, compared with \$5,286,008.26 in the preceding quarter. Since the inception of the Act, the Federal Government has contributed \$73,140,270.14.

At September 30, 1955, the average monthly assistance in the provinces paying a maximum of \$40 a month ranged from \$33.70 to \$37.64, except for one province where the average was \$27.75. In Newfoundland, which pays a maximum of \$30 a month, the average was \$29.39.

Ont. to Grant Allowances To Handicapped Persons

Living allowances ranging up to as high as \$1,680 a year for handicapped persons undergoing rehabilitation treatment under legislation passed a year ago by the Ontario Legislature were announced by the province's Minister of Public Welfare, Louis Cecile, in an address last month before the Institute of Physical Medicine in Essex County.

The Minister said that the Ontario Government plans to make grants available to such people, after they have been accepted and approved by local rehabilitation authorities.

Grants will vary from \$60 a month—with up to \$15 extra when need is shown—for an unmarried person to \$115 a month for a married person with dependent child or children. These grants are to be paid for a maximum of two years, Mr. Cecile said.

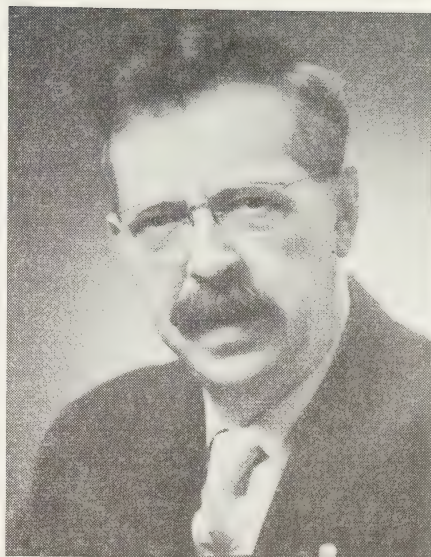
Speaking on the same occasion Dr. Harold Cranfield of Toronto, medical adviser on physical medicine to the provincial Government's departments which deal with health and re-establishment problems, said that the basis of a program of rehabilitation is sound diagnosis of the individual case and a careful consideration of what is possible.

He divided all cases into four groups: those who can be made fit to return to work by special treatment and training; those who can be fitted for part-time work or work at home; those who can be taught to look after themselves; and those for whom nothing can be done. Experience has shown, Dr. Cranfield said, that when a person can be put back to work it means a tremendous saving in the public funds which would otherwise be required to support him.

Soap Co. Layoff Benefits Not Linked to State Plan

A layoff benefit plan that is not linked in any way to unemployment insurance payments has been negotiated between the Colgate-Palmolive Company in the United States and the International Chemical Workers' Union and the Oil, Chemical and Atomic Workers International Union. It is said to be the first major layoff plan in the industry.

Under the plan, benefits of one week's wages for each year of service will be paid at the time of a worker's layoff provided he has worked for 24 of the preceding 30 months. The entire amount is to be paid at the time of layoff but if the worker is



Birt Showler, MBE

—Steffens Colmer, Vancouver.

Once TLC Vice-President, Birt Showler, MBE, Dead

Birt Showler, MBE, a Canadian labour leader for nearly 40 years, died in Vancouver on December 8. He was in his 67th year.

A Vice-president of the Trades and Labour Congress for ten years, from 1943 to 1953, Mr. Showler was serving his fourth term as alderman in Vancouver at the time of his death. He was one of the original leaders of trade unionism in Vancouver.

Born in London, England, Mr. Showler came to Vancouver in 1910. In 1917, driving a horse and wagon, he helped to organize the teamsters. This was the beginning of his active union career.

Mr. Showler was elected Secretary of the Teamsters' Joint Council in 1917 and Secretary of the Milk Wagon Drivers and Dairy Employees' Union in 1919, posts which he held until January 1955.

For eight years he was president of the Vancouver, New Westminster and District Trades and Labour Council (TLC).

recalled to work in fewer weeks than the number for which he has received benefits, he will have to repay the excess at the rate of 10 per cent of his wages weekly.

The benefit will not be paid if the layoff is the result of causes beyond the company's control or of the worker's illness, or if the worker quits or is dismissed.

Studebaker Grants SUB But Gains Concessions

The United Automobile Workers (AFL-CIO) have won a supplementary unemployment benefit plan under a new collective agreement with another auto manufacturer but have made certain concessions in return, which, it is said, will enable the company to compete on equal terms financially with the rest of the industry.

The three-year contract between the union and the Studebaker Division of the Studebaker-Packard Corporation, which was ratified early last month by a narrow majority of the members of Local No. 5 at South Bend, Ind., contains substantially the same economic provisions as the agreements negotiated earlier by the union and the other automobile manufacturing companies.

The economic package, as in the case of the other auto contracts, calls for a 6-cents-an-hour or 2½-per-cent (whichever is the greater) annual wage increase, and "inequity adjustments" varying from 3 to 25 cents an hour. The economic provisions are retroactive to last September 1.

The new contract incorporates provisions eliminating factors which the company believes lowered productivity under the old agreement. These changes affect seniority and displacement resulting from layoffs, transfers, production standards, relief and clean-up time, steward representation, and grievance procedure.

Company officials said that the new contract provided for seniority by classification, department, and shift; rather than by division as before.

Production standards, the company said, have also been revised, and both parties have agreed that standards shall be based on "a fair day's work for a fair day's pay". The management, according to the company, is given the right "to establish and enforce production standards".

N.Y. Employers' Group Opposes Ford-Type SUB

A major New York State employer organization said last month that it would be opposed to "any supplemental unemployment benefit plan which would be tied in with the state's unemployment compensation system".

The Associated Industries of New York State announced January 15, following a director's meeting, that it opposed the type of guaranteed annual wage agreement in effect in the automobile industry.

20,032 Disabled Persons Receiving Allowances

The number of persons in Canada receiving allowances under the Disabled Persons Act at September 30, 1955, was 20,032.

The Federal Government's contributions under the federal-provincial scheme totalled \$1,705,219.02 for the quarter ended September 30, 1955. Since the inception of the Act, the Federal Government has contributed \$2,877,611.78.

At September 30, 1955, the average monthly allowance in the provinces ranged from \$33.24 to \$39.42. In all provinces the maximum allowance paid was \$40 a month.

Price to Farmer Drops But Handling Costs Rise

The United States Department of Agriculture reported in December that despite a reduction of 10 per cent in prices to the farmer, retail food prices in November 1955 were just 2 per cent below those of November 1954. In the year, it said, marketing and handling charges had increased 5 per cent.

The Department, in its first report on new studies of price spreads, said that farmers were now getting "only 39 cents out of every dollar spent for food in the retail store," the smallest share since 1940. The 39 cents compared with 42 cents in November 1954 and a peak of 53 cents in 1945.

Farm Cash Income Drops 2.3 Per Cent in 1955

Farmers' cash income in 1955 was 2.3 per cent below that in 1954, the Dominion Bureau of Statistics reported last month.

Cash income from the sale of farm products and from participation payments on previous year's prairie grain crops amounted to an estimated \$2,323,330,000; the 1954 estimate was \$2,377,800,000.

The 1955 income estimate was 18.5 per cent below the all-time high of \$2,849,300,000 in 1952.

Sees No End This Year To Farming Depression

No prospect this year of an end to the depression in Canadian agriculture, which has continued for three years even while the rest of the economy has been enjoying a boom, is seen by Dr. W. E. Haviland of Macdonald College.

In his view, "the price of prosperity in agriculture during the Second World War

now is being paid in the form of painful adjustments which have been under way since 1952.

"Getting people to eat more is no solution," he said. "People cannot eat more of everything. Canada's population increase is not sufficient to keep pace with production expansion and shrinking export markets."

Unmanageable farm surpluses seem to be assuming "an alarming measure of permanency," he said. His opinion is that there is no food surplus in the world as a whole "but we have not exhibited the will, nor have we found the financial way, to move our extra food into stomachs abroad instead of into storage at home".

In wheat, "the United States has been outselling and underselling us". The dairy market is mainly domestic and demand is expected to increase at a rate of only about 2 per cent a year, Dr. Haviland said.

Labour Income Reached New Peak in October

Canadian labour income reached an all-time peak of \$1,139,000,000 in October, the Dominion Bureau of Statistics reported last month.

This was an increase of \$13,000,000 over the September total and of \$95,000,000, or 9 per cent, over the October 1954 figure.

In the January-October period, the total rose 7 per cent to \$10,603,000,000 from \$9,920,000,000 a year earlier.

Total wages and salaries increased in all industrial divisions in October with the exception of the finance and services group, in which there was a decline of \$2,000,000. Increases ranged from \$1,000,000 in the primary group of industries to \$6,000,000 for the construction industry.

Occupational Diseases Problems "Multiplying"

The problem of occupational diseases in industry has become "enormously multiplied" in recent years, especially in rubber processing and handling of radioactive substances, Dr. Harold S. Mitchell, head of the Montreal General Hospital's allergy department, said last month in an address to the Progress Club.

"When a new compound or modernization of an industrial process is considered, careful investigation must always be carried out," he said. "Each new substance brings its own problems which often can be discovered only by experience."

Dr. Mitchell also said that a physically-handicapped person should not be excluded from employment that would not lead to danger to himself or to others.

Government Enforcement Of Wage Rates Opposed

Enforcement of federal government wage scales on United States highway projects receiving federal aid has been opposed by the American Road Builders Association. Employment practices and rates of pay on such projects should remain a matter for adjustment by each state, a resolution at the Association's annual meeting declared.

The resolution asserted that administrative expenditures would be increased if payrolls were under federal control, that the right of collective bargaining would be seriously abridged, that states' rights would be abrogated and that construction costs would soar.

U.S. Jobless Insurance Now Covers 40,400,000

The number covered by federal-state unemployment insurance in the United States reached a record of 40,400,000 on January 1 of this year, according to Acting Secretary of Labor Arthur Larson. This has been brought about by the extension of coverage to an additional 1,700,000 workers by the 1954 amendment to the Federal Unemployment Tax Act to include employers of four or more employees, and legislative action in a number of states providing unemployment insurance protection to employees of smaller business, state and local governments, and certain other units not previously covered by the federal law.

Before the 1955 legislative sessions the Secretary of Labor wrote to all governors calling their attention to desirable improvements in state laws dealing with unemployment insurance. His letters recommended that the maximum weekly benefit amount be adjusted to average gross earnings of all covered workers, and that weekly amounts below the maximum should represent 50 per cent of the workers' gross earnings. He also recommended that the states should carry out President Eisenhower's recommendation of a uniform 26 weeks' duration of benefits.

The new yardstick under the federal law is the employment of four or more workers in covered employment for some portion of a day in each of 20 weeks. State yardsticks vary.

Twenty states amended their unemployment insurance laws in 1955 to conform to the coverage provisions of the federal act. Four other states, in which employers of four or more were already included, broadened coverage beyond that of the federal Act.

1955 Immigration Drops To Five-Year Low

The number of immigrants to Canada during 1955 dropped 30 per cent from the 1954 total and was the lowest in five years, according to figures released by the Department of Citizenship and Immigration.

In the 12-month period, immigrants numbered 109,946 compared with 154,227 over the corresponding period in 1954. Immigrants arriving in Canada during the last quarter of 1955 totalled 23,339.

Department of Citizenship and Immigration officials state the main reason for the drop in the figures was a drying up of immigrant pools abroad. Persons in Britain, Germany, Italy and the Netherlands were now less anxious to emigrate because of better economic conditions and job prospects in their own countries.

In efforts to halt the slide the Government has broadened its assisted passage scheme and now is encouraging winter movement of immigrants assured of employment in Canada. Officials believe these moves may be reflected in immigration figures in the first quarter of 1956. Previously winter movement was discouraged because unemployment was usually high in Canada.

\$6.94 Per Person Weekly Spent on Food in Canada

Canadian families in the country's larger cities spend an average of \$6.94 per person per week on food, it is indicated by a survey conducted by the Dominion Bureau of Statistics.

For the survey, which spanned the year 1953, the Bureau collected records of food expenditures of about 200 families in Halifax, Montreal, Toronto, Winnipeg and Vancouver each month. The survey families were selected by systematic sampling from a list previously drawn for the monthly labour force survey. Family incomes ranged from \$1,800 to \$6,500 a year.

The results of the survey were published last month in a reference paper, "Urban Family Food Expenditure".

Aid to Depressed Areas Aim of U.S. Senate Bill

The Administration's bill to aid areas of chronic unemployment was introduced in the United States Senate last month. The main features of the bill are: provision for setting up of a \$50,000,000 revolving federal loan fund to finance the preparing of land for commercial or industrial uses and the building of new factories and modernizing

of old ones; and provision of \$1,500,000 for annual grants for technical assistance.

Under the bill individual federal loans are not to exceed 25 per cent of the total cost of the project for which the loan is made, the state must approve the project, and 15 per cent of its total cost must be borne locally or by the state. Loans are also to be contingent upon the existence of a program for the economic development of the area as a whole, and are to be repayable within a period of not more than 20 years.

This bill differs widely from the one introduced by a Democratic senator and sponsored by seven senators from states with a large amount of chronic unemployment. That measure would provide \$100,000,000 for loans and the same amount for grants for public works. It would create an independent Depressed Areas Administration, allow 40 years for repayment of loans, and provide supplementary unemployment compensation benefits for up to 13 weeks after state benefits were exhausted, for those under retraining programs.

The need for a broad program to aid depressed areas, on the ground that the existence of "geographic pockets of continuing economic depression" retards national economic growth and may cause depression in other areas, was emphasized in a report issued a short time ago by the Joint Committee's sub-committee on low-income families. The sub-committee's opinion is that to be successful a remedial program requires not only federal action but also the co-operation of labour and management, church groups and community organizations, under the direction of a single federal agency.

CCL Approves Merger of Affiliate and Hydro Union

The Executive Committee of the Canadian Congress of Labour on January 30 approved the terms of a merger between the National Union of Public Service Employees, a CCL affiliate, and the Ontario Hydro Electric Employees' Association, an independent organization.

Discussions between the two groups have been in progress for some time and late last year the membership of the Hydro Employees' Association voted by a large majority in a referendum ballot to merge with the Public Service Employees (L.G., Jan., p. 27). As a result of the executive decision, the 13,000 members of the Ontario Hydro Electric Employees' Association will become part of the Canadian Congress of Labour.

Radio, Television Unions Agree on Affiliation

Announcement was made last month of an affiliation agreement between the Association of Radio and Television Employees of Canada and the National Association of Broadcast Employees and Technicians (AFL-CIO-CCL).

ARTEC, which represents 1,700 office and professional employees, including announcers, of the CBC, has not hitherto been affiliated with any major organization. NABET, which represents CBC technical employees, was formed 20 years ago in the United States and has been functioning in Canada since 1952.

The unions said that in combining forces their intention was "to complete the organization of the entire radio-television industry from Newfoundland to British Columbia," and that they "plan to raise basic wages in the independent stations to the wage levels in the CBC, to put an end to wage inequalities".

CBRE Given Support in Fight to Repel UMW Raid

An attempt by the United Mine Workers, District 50, to wrest representation of the Montreal Transportation Commission's conductors, motormen, and bus drivers, numbering about 800, from the Canadian Brotherhood of Railway Employees (CCL) is meeting with strong resistance from the CBRE, with the active support of both the TLC and the CCL.

The raid by the UMW coincides with the recently announced merger of the Canadian Workers' Association (ind) with the miners' union. Paul Emile Marquette, President of the CWA, was for a long time connected with the MTC's operating employees, at first as an official of the CBRE and later, from 1946 until 1952, as head of his own Canadian Workers' Association, which he founded in 1946. The CWA lost the representation of the conductors, motormen, and bus drivers to the CBRE in 1952.

In a joint statement, issued January 20, Claude Jodoin, President of the TLC, and Donald MacDonald, Secretary-Treasurer of the CCL, said: "The conduct of raids, in an effort to entice workers from one union to another, is completely contrary to the spirit of unity and co-operation. On behalf of both the Trades and Labour Congress of Canada and the Canadian Congress of Labour, which will shortly unite in the Canadian Labour Congress, we deplore the action of those who are attempting to split the employees of Montreal Tramways and

we call upon the workers to stand united with their one million fellow workers in our two Canadian congresses."

UMW officials in Montreal have attacked the pension plan approved by the CBRE, which was recently accepted by a large majority of the employees of the MTC, and have endeavoured to convince the employees of the superiority of the UMW's welfare and retirement fund plan.

U.S. Reports Shortages Of Skilled Workers

Only one in seven in the work force of the United States is a skilled worker or a technician.

Total skilled workers and technicians number about nine million.

Replacement needs just for those who die, retire or leave the field run about 250,000 annually.

Shortages exist in many skilled worker and technician fields.

These facts are reported in a recent pamphlet published by the U.S. Department of Labor.

The productivity of the nation is directly hinged to the size of the skilled work force. The pamphlet presents a picture of the size of the nation's skilled work force, a breakdown into various classifications of skills, how skills are acquired and where, shortages that exist in the armed forces, minimum education apparently required to enable the acquisition of skills, the experience of the armed forces as regards sectional areas of the country as providers of the raw material for training in skilled classifications, the relation of skill to unemployment and the impact of automation on skill.

The pamphlet, entitled *The Skilled Work Force of the United States*, is available from the Superintendent of Documents, United States Government Printing Office, Washington, D.C.

Civil Service Accidents Increase in December

Accidents to federal civil servants and employees of Crown corporations reported to the Government Employees Compensation Branch during December numbered 1,441, an increase of 134 over the 1,307 reported in November.

In the first nine months of the current fiscal year, accidents reported now total 11,815, an increase of 395 over the 11,420 in the same period of the previous fiscal year.

U.S. President Repeats 1955 Labour Requests

Enactment of the recommendations he made to Congress last year for the amendment of the Taft-Hartley Act was urged by President Eisenhower in his State of the Union message sent to the United States Congress early in January.

These amendments included changes dealing with the right of economic strikers to vote in representation elections, the requirement that employers should file non-Communist affidavits, government-conducted secret ballot strike votes, a large measure of immunity from certain provisions of the law for unions in the building trades and the maritime and amusement industries, easing of secondary boycott and injunction provisions, and several other changes.

There is said to be little likelihood of the amendments being passed at this session, however.

The President also repeated his request made to Congress the year before that the coverage of the minimum wage should be broadened.

The message requested measures to clarify and strengthen the eight-hour laws for workers subject to federal jurisdiction, occupational safety legislation, improvement of the Longshoremen's and Harbor Workers Compensation Act, and amendment of the District of Columbia's laws regarding non-occupational disability insurance and unemployment insurance. It also urged Congress to implement an equal-pay-for-equal-work law.

The Administration, the President said, will shortly propose legislation to assure adequate disclosure of the financial affairs of each employee pension and welfare plan and to afford substantial protection to the beneficiaries of such plans.

The message said that provision should be made, by federal reinsurance or otherwise, to foster extension of voluntary health insurance coverage to many more persons, especially older persons and those in rural areas.

Under the 1954 amendments to the old age and survivors' insurance program, protection was extended to some 10,000,000 additional workers and their families, and benefits were increased. This system is sound, the President said, and must be kept so. The Administration will present its recommendations for further extension of coverage and other steps which may be taken wisely at this time, he said.

Social security amendments approved by the House, and now pending before the Senate Finance Committee, are designed to lower the retirement age for women from 65 to 62 years, to allow benefits at age 50 to those who retire before their time because of disability, and to provide benefits for disabled children 18 years of age and over.

A firm program of public housing is essential until the private building industry has found ways to provide more adequate housing for low-income families, the message stated, and the Administration will propose authority to contract for 35,000 additional public housing units in each of the next two fiscal years for communities which will participate in an integrated attack on slums and blight.

U.S. Unemployment Insurance

Unemployed workers were paid a total of \$1,340,000,000 in state unemployment benefits last year, the U.S. Department of Labor reports. This was 34 per cent less than the 1954 total. Benefit payments dropped considerably in the second half of 1955 as employment expanded.

Proceedings of Parliament of Labour Interest

Speech from the Throne

January 10

Industrial Status of Women—A bill to provide for equal pay for equal work in industries under federal jurisdiction will be introduced.

Unemployment Assistance—Parliament will be asked to approve legislation to implement a program for the sharing of costs with the provinces of assistance to unemployed persons not eligible for unemployment insurance benefits and in need.

Health Insurance—Arising out of the federal-provincial conference in October, a committee of ministers from all governments was established to consider health insurance programs. The work of the committee is already under way.

Federal-Provincial Fiscal Arrangements—A specific proposal, to commence next year, will be placed before all provincial governments.

National Housing Act—Amendments will be introduced to increase assistance designed

to encourage redevelopment of older sections of Canadian cities to their best use, and to increase amounts of loans available for home improvement.

Trans-Canada Highway Act—Amendments to accelerate completion of essential links in the highway.

Gas Pipeline—Parliament will be asked to provide for the construction jointly with the Ontario Government of a gas pipeline across Northern Ontario.

Colombo Plan—Parliament will be asked to authorize Canada's continued participation in the Plan and in the United Nations Technical Assistance Program.

Employment—On the employment situation, the Speech contained the following statement:

A higher level of employment this winter than last seems to be assured and the improvements you made to the Unemployment Insurance Act last year will provide a better coverage for those who are temporarily without work, particularly in the winter season. Various departments and agencies of government have sought to arrange their construction programs to provide more employment during the winter season. It is gratifying to note that many other employers are endeavouring to follow the same policy.

Industrial Status of Women

January 11

Mrs. Ann Shipley (Timiskaming), in moving the address in reply to the Speech from the Throne, expressed pleasure at the Government's intention to introduce a bill to provide that women will receive equal pay for equal work in industries under federal jurisdiction. She said:

Speaking on this subject on previous occasions, I pointed out how difficult it is to evaluate what is equal work, and I shall be most interested to examine the methods of administration which will be proposed in the forthcoming Bill. What I would like to see is some method of giving women equal opportunities for advancement, but I know of no way of putting that into legislation in order to ensure the desired results. I notice that there is a vacancy on the Civil Service Commission and I urge strongly that this vacancy be filled by the appointment of a woman. Not only do I feel that this is necessary; I urge that this should be done if we are to obtain our objective of equal opportunities for all.

Miss Margaret Aitken (York-Humber) inquired if it is the Government's intention to appoint a woman to the Civil Service Commission. The Prime Minister

replied that the matter has been under consideration and a decision had been reached but that the person the Government desired to appoint felt she was not desirous of accepting the appointment. The matter is still under consideration, he said, "because we would like to have a competent woman acting on the Civil Service Commission".

January 12

Hon. Milton F. Gregg introduced the following motion:

That it is expedient to introduce a measure to provide equal pay for female employees as compared with male employees of the same employer, for identical or substantially identical work in federal works, undertakings or businesses; and to provide further under the enforcement procedure for the appointment of referees who may be paid such allowances and expenses as may be approved by the Treasury Board.

January 16

Bill received first reading.

Unemployment Insurance

January 11

Stanley Knowles (Winnipeg North Centre) asked the Minister of Labour if arrangements have been made for unemployed persons who have been denied benefits under the new Unemployment Insurance Act to be put on benefit if they could have qualified under the terms of the old Act.

Mr. Gregg replied that since the coming into effect of the new Act on October 2 the Commission has been following the course of its operations very carefully and he was glad to report that, in the main, "the great revisions of last year have gone into effect very well indeed". It has been found that some adjustments are necessary so that the actual application of the Act could more closely conform with the intentions of Parliament. Some it was possible to achieve by regulations under the Act. On others, the Commission would like to have a little longer time to complete their preliminary survey and to assess the longer term effects of any further adjustments it might recommend to the Government. Mr. Gregg added:

The Commission feels that a useful part of their survey would be for them to get at first hand from hon. members an outline of any difficulties that are being experienced among their constituents. With this in view, I shall be happy to arrange for any hon. member...to discuss this whole matter with the members of the Commission and myself because it is not quite as simple as it appears to be on the surface.

January 16

L. T. Stick (Trinity-Conception) asked that the provisions of the Unemployment Insurance Act be examined to cover fishermen.

January 17

Coverage of fishermen was also urged by H. J. Robichaud (Gloucester) and Charles Cannon (Iles-de-la-Madeleine).

Mr. Cannon suggested that the Act be amended to lengthen the period in which the 30 weeks of contributions are to be made from 12 months to 18 months. He proposed also that seasonal benefits be payable from December 15 to April 1, instead of January 1 to April 30 as at present, so that claimants would not be deprived of these benefits during the Christmas season.

January 19

Asked by Stanley Knowles (Winnipeg North Centre) if a ruling had been obtained from the Department of Justice as to whether it will be possible by regulation to pay unemployment insurance benefits to persons denied under the new Act, provided they could have qualified under the old Act, the Minister of Labour made the following reply:

The answer is that a ruling has not been received as yet. While I am on my feet, I can report at first hand to my hon. friend that in his own city of Winnipeg there are not a very large number so affected. I was glad to find in my weekend visit there that under our new legislation some 25 per cent more were qualifying for seasonal benefits this winter, and I am quite sure it includes practically all those he has in mind.

Disabled Persons

January 12

F. S. Zaplitny (Dauphin) asked if, in view of the fact that there is no reference in the speech from the Throne to any proposed amendments to the Disabled Persons Act, the Minister of National Health and Welfare would indicate whether he is prepared to recommend amendments to the Act during this session?

The Hon. Paul Martin replied that the question is one that will be studied very carefully by a group of administrators of disability allowances from both the federal and provincial governments.

Blind Persons

January 12

Asked by Stanley Knowles (Winnipeg North Centre) what consideration the Government is giving to the request of the blind organizations in Canada for a supple-

mentary allowance to blind persons to help them to meet special expenses which arise because of their blindness, the Minister of National Health and Welfare replied that the Government is giving all representations of such character its most careful consideration.

Labour Legislation

January 12

Hon. George A. Drew, Leader of the Opposition, in the debate on the Speech from the Throne, observed that there was no reference to a revision of Canada's labour legislation. He said:

It will be recalled that at a time when this House was brought together to meet a situation, with which the Government dealt in a manner of which we did not approve, we emphasized then the need for a review of our labour legislation. We pointed out then and we have pointed out continually since then that, as this country rapidly expands and our industrial development creates increased numbers of workers in this country, a basis of harmony and of understanding and of the recognition of the rights in clearly-defined terms of those who work in our many activities in Canada is an essential part of that good understanding, of that good fellowship which is a priceless part of the development of this Canadian democracy of ours.

We have had general assurances that this subject was being considered, but now when concern may be felt by many about the situation that could arise, it is not too much to ask the Government to take steps to carry out the recommendation that was made at that time and call together representatives of labour, of management and of the Government, so that the greatly cherished rights of organized labour, the relationship of management to labour and the relationship of the public represented by the Government may be explored and interpreted in satisfactory and desirable legislative terms. There is no reference to this in the Speech from the Throne.

Health Insurance

January 13

Asked by Stanley Knowles (Winnipeg North Centre) if the Government would be prepared to introduce at this session legislation implementing any agreement reached between the federal Government and the provinces respecting health insurance, the Minister of National Health and Welfare made the following reply:

The federal and the provincial governments are to meet pursuant to a suggestion made by the Prime Minister of Canada at the conference which was held in this chamber on October 3. That conference set up a subcommittee consisting of the Minister of National Health and Welfare, the Minister of Finance and the provincial treasurers of the provinces. That committee is to meet on January 23 next. I would remind my hon. friend of the words of the Premier of Ontario that the only way to make progress

in this matter is to recognize that co-operation between the provincial and the federal governments is essential. I would hope the hon. gentleman would agree with that view.

Industrial Relations

January 13

A Bill to amend the Industrial Relations and Disputes Investigation Act to provide for the voluntary revocable check-off of union dues was introduced by Stanley Knowles (Winnipeg North Centre).

Old Age Pensions

January 16

Asked by the Member for Winnipeg North Centre, Stanley Knowles, if it is the intention of the Government at this session to increase the amount of pension "in accordance with the increase in the gross national product," the Minister of National Health and Welfare replied that the Government "is giving consideration to a number of matters in the health and welfare field, one of which will involve a discussion with the provinces on the 23rd of this month".

Family Allowances

January 17

Family allowances should be increased to keep pace with the rising cost of living, Charles Cannon (Iles-de-la-Madeleine) said. If the Government cannot see its way to double them, it should at least increase them by 25 or 50 per cent, he said. If it is impossible to do this all along the line, current payments for younger children of \$5, \$6 and \$7 monthly should be raised to \$8, he suggested.

Automatic Retirement at 65 Years

January 18

The Department of National Defence does not automatically lay off people at age 65, Hon. R. O. Campney said in reply to a question put by W. G. Dinsdale (Brandon-Souris). While 65 is regarded as the normal age for retirement, if an employee indicates that he wishes to continue working after 65, each particular case is considered on its merits, the man's usefulness, his ability to discharge his duties and whether a favourable decision would be helpful to him, the Minister said.

Guaranteed Annual Wage

January 18

Mr. A. H. Hollingworth (York Centre), speaking during the debate on the Speech from the Throne, devoted his remarks almost entirely to an appraisal of the guaranteed annual wage.

It is not, he stated, as new a departure as it is reputed to be; the principle is already in effect in the United States. The great merit of the guaranteed annual wage, said Mr. Hollingworth, is that it gives the unionized working man security in a complex society where otherwise he would be at the mercy of economic conditions of supply and demand over which he would have little or no control. It also provides more security for the industrialists, he said.

"It is my opinion," he concluded, "that the guaranteed annual wage opens up new vistas, new challenges to industry, which I feel certain will prove beneficial to labour, to management and to the Canadian people and will render even greater the speedy development of this great Canada of ours."

Immigration

January 18

The Minister of Citizenship and Immigration, at the request of E. D. Fulton (Kamloops), tabled a return showing that 103,273 immigrants were admitted to Canada in the first 11 months of 1955. Figures for the month of December were not available.

In the same period in 1954, the figure was 146,773, and in 1953 it was 157,638.

J. H. Ferguson (Simcoe North) said "a most important item, immigration, has been forgotten," and charged the Government with lack of forethought. Canada, now in an economic up-surge, he said, finds itself short of both materials and labour.

National Housing Act

January 19

The Hon. Robert H. Winters, Minister of Public Works, was asked by the member for Burnaby-Coquitlam, Erhart Regier, if, "in view of the announcement by the banks indicating a decline in money being available for housing, would the Government consider again supplying a portion of NHA funds as it did before the first session of this Parliament". He replied:

I should point out that I do not know of any general announcement by the banks regarding a decline in money available for housing. There has been no indication by prospective borrowers that there is a general shortage of mortgage money under the National Housing Act. As the hon. member knows, the Act contains authority by which Central Mortgage may make loans directly to borrowers if loans are not being made available by approved lenders. If a shortage of mortgage money did occur it would be a matter of government policy, in light of the circumstances at that time, to determine to what extent the Corporation's power to make direct loans should be used. At the present time this authority is being used in the smaller communities. It is the Government's intention to insure that a high level of house-building continues.

The Department of Labour Library

Established in the same year (1900) as the Department of Labour and the *Labour Gazette*, the Library has grown to become one of the most outstanding labour libraries in the world, now has 140,000 volumes

In the very first issue of the *LABOUR GAZETTE*, in September 1900, its young editor, William Lyon Mackenzie King, wrote of the Library of the Department of Labour. "An important feature of the Department of Labour will be 'A Labour Library', towards the establishment of which steps have already been taken," he said.

Then he added:

It is intended to make a collection of books, reports, and other documents of interest to labour, and of such publications in particular, as have a bearing on the industrial and other economic conditions of Canada. Notices will be given from time to time in the *LABOUR GAZETTE* of current publications received, and attention directed by references and abstracts to such points in them as is thought desirable to bring to the notice of our readers. It is hoped, that in this way those interested in labour matters may be kept informed of important movements abroad, and developments at home, and that the nation may, by degree become possessed of a store of material, from which as original sources, the best history of its growth may be traced.

Labour had for long years been insistent in its requests that such an establishment be created. A recommendation by the first convention of the Canadian Labour Union, made during the afternoon session on September 25, 1873, that the Dominion Government create a Bureau of Labour and Statistics was extended at the 1876 meeting of the Union—on August 3—to include a request that "a collection of information bearing upon the labour question be made". This was an explicit request that a library form part of a Department of Labour.

Similar requests were made at the convention of the Canadian Labour Union of 1877, and repeated again and again by the Trades and Labour Congress after 1886. The Royal Commission of 1887-1889 also recommended strongly for a Library in its report to Parliament.

When the Conciliation Act of 1900 was passed establishing a Ministry of Labour, a definite reference to the establishment of a library was made.

Mackenzie King, the Chief Editor of the *LABOUR GAZETTE* and first Deputy Minister of the new Department of Labour, was the directing mind behind the first work of the Library in its early days in 1900, 1901

and 1902. It started quite humbly but has since become one of the most outstanding labour libraries in the world.

The Annual Report of the Department of Labour for 1901-1902 declared:

During the year 1901-1902 the Department has made special efforts to increase the collection of reports and other documents having to do with industrial and labour conditions in Canada and other countries, and to improve in various ways its Library of Labour Literature. An important work in this connection has been the classification of reports and other documents gathered by the Department during the past and previous year and the preparation of a reference catalogue.

It is interesting to note the divisions into which the Library was divided at this time. The report continued:

There are three main divisions in the Library—

(1) A Division containing publications of Labour Departments, particularly those gathered by the *LABOUR GAZETTE* in the daily course of its work and also of the Bureau of Statistics in Canada and throughout the world.

(2) A Division containing other publications relating to labour (excepting Trade and Labour Journals).

(3) A Division containing Trade and Labour Journals.

These Divisions covered:

(a) Publications of Labour Departments and Bureaus of Labour Statistics in Canada and abroad.

(b) A complete file of the publications of the Labour Department of the United Kingdom and of the United States.

(c) A large number of annual and special reports published in the various states of the American Union.

(d) Publications of the Austrian Government.

(e) Publications of the *Office de Travail*, Belgium.

(f) Publications of the *Ministère de l'Industrie et de travail*, France.

(g) Many of the most important publications of the Labour Departments of New Zealand, New South Wales, Western Australia and Eastern Australia.

(h) Publications of the Labour Department of Canada and of the new Bureaus of Labour of Ontario and Quebec.

In constituting the Library, special efforts were made to obtain as complete a

set as possible of all official documents published by all existing Labour Departments or Bureaus in the world. In some instances it was impossible to obtain old reports, but on the whole a satisfactory collection was made. This policy was followed and is still being followed. The policy in 1900, 1901, 1902 and 1903 to follow up all contacts made in this way and to request friendly Departments to forward future publications assured and has obtained a constant flow of documents.

From the beginning, as publications arrived, their receipt was noted in the LABOUR GAZETTE; this procedure is still followed today.

The collection of published material was an important feature of the Conciliation Act of 1900, under which the Department of Labour—and the LABOUR GAZETTE—was created. In the words of that Act, the purpose of the Department would be “to collect, digest and publish in suitable form statistical and other information relating to the conditions of Labour, to institute and conduct inquiries into important industrial questions, upon which adequate information might not, at that time, be available, and to issue at least once in every month a publication known as the LABOUR GAZETTE, which shall contain information regarding conditions of the labour market and kindred subjects, and shall be distributed or procurable in accordance with terms and conditions, in that behalf, prescribed by the Minister.”

The establishment and expansion of the Library was a natural outgrowth of this collection of material. It was needed as a custodian of the many thousands of documents and publications received from existing libraries of Labour Departments and from other sources all over the world.

For many years the Library acted as a reference Library and later as a free circulating and reference Library for the public. Located in the Confederation Building, it is the only storehouse in Canada for the great mass of Canadian and American trade union publications. Seven hundred Canadian labour periodicals, some of them dating back to 1872, are in the Library. These cover the early formation of labour unions and their councils and congresses.

At the end of its first year the Library possessed 2,500 volumes and reports; by the end of the second year, 3,000 books; and by 1908, a collection of 8,500 books. There are now 140,000 volumes in the Library, classified by subjects under the headings which appear in the Library's subject list: They appear in the Library's

Catalogue under author, title and subject, the latter appearing in a separate catalogue. The Library of Congress system of classification is used; the re-classification of the book collection begun in 1942 will be completed later this year. Pamphlets and ephemeral material are kept in a separate vertical file collection, alphabetically by subject.

Publications are classified by many categories, such as: training in industry, industrial relations, health and safety, occupational guidance, social security, labour legislation, industrial pension plans, apprenticeship, working conditions, wages and hours, etc. It should be noted that the collection of proceedings of trade unions are kept alphabetically in a separate group. There are approximately 4,000 items in this collection, from Canadian, American and Commonwealth sources.

There are approximately 300,000 cards in the catalogue of the Library. The classification system permits speedy replies to the inquiries made each year; there were approximately 3,335 inquiries or requests for specific and varied information during the fiscal year 1954-55. Many of these inquiries required intensive searching and the preparation of bibliographies, approximately 90 of which were prepared in the year. Bibliographies prepared to date by the Library staff total nearly 490; they are available on request.

Of the many requests received by the Library, the following is a sample:

You may recall, that about two years ago, I wrote to you from Rio de Janeiro, Brazil, for some advice and assistance in setting up a Library there for the operating companies of the Brazilian Traction Light and Power Co. Limited.

I find myself back again in Canada in the same capacity here, needing the same information, which unfortunately I left in Brazil. I hope that it will not be much trouble for you to give me the same information again. I refer to the necessary guides to a librarian for setting-up shop, and also for the lists of periodicals from three groups, which the Board serves, namely, management, labour and medical. In addition it would be helpful for us to have from you Bibliographies in these three distinct fields of literature.

We shall appreciate your advice and assistance.

Telephone requests are received daily for information on subjects like: How to Form Union Locals, Industrial Health, Occupational Hazards, Profit-Sharing Plans, How to Build Personnel Departments, Housing, Handicrafts, Salesmanship, Executive Compensation.

For many years, as stated before, the Library has served as a free circulation and reference Library. Last year 362 individuals

and concerns borrowed 7,385 volumes. Within the Department itself, last year there were 146 individual readers of labour journals, pamphlets, etc. The Department of Labour Library is used by unions, industry, other government Departments, journalists, management and students.

Information supplied by the Library on industrial disputes has in hundreds of cases enabled those involved in a dispute to settle the disagreement.

The Library has in recent years added about 3,000 books annually to its collection, until now it has 140,000 books and pamphlets on all phases of labour and industry and has become the most complete labour library in Canada. It is so complete, in fact, that labour unions use it as a source of information concerning their own union. Every year an average of about 1,500 annual reports from governments, unions, companies and other organizations are added, as well as all the publications of the International Labour Organization.

The annual flow of about 3,000 volumes may be divided as follows:

Annual reports from governments, companies, unions, Bureaus of Labour, Libraries of Labour and other organizations (900 annually).

General, industrial and occupational magazines from Canada and outside (475 annually).

Trade union constitutions and proceedings 250 annually).

Trade journals and house organs.

Volumes purchased, exchanged, or received *gratis*.

Over the years a valuable collection of rare historical volumes on the labour movements in Canada, Great Britain and the United States has been compiled. These include books like the following:—

State of the Poor, by Sir Frederick Eden (3 Volumes, dated 1797).

London Labour and the London Poor, by Henry Mahew, 1861 (4 Volumes).

The History of the 12 Great Livery Companies in London, by William Herbert, Librarian of the City of London, 1834 (2 Volumes).

The Homes of the Working Classes, by James Hole, London, 1866.

On Labour, by William Thornton, 1872.

Condition of the Industrial Classes in Foreign Countries. (These are reports published by Her Majesty's Diplomatic and Consular Agents Abroad, London, 1873. 3 Volumes).

History of the Merchant Tailors, by Charles Hode, London, 1888 (2 Volumes).

Evidence, Royal Commission on Capital and Labour, 1889.

An Essay on the Relations between Capital and Labour, by C. Morrison, London, England, 1854.

History of Progress in Great Britain, 1866.

Almost all the volumes in the Library may be obtained for a period of a month, although some volumes in demand are available only for shorter periods. The Inter-Library Loan Service, National and International, makes it possible for students of schools or colleges to obtain material by placing their request with the Library of their institution.

The Library also preserves publications of the Department itself, on labour organization in Canada; wages and hours of labour; strikes and lockouts in Canada; wages, hours and working conditions in specific industries; labour demand and supply; placement operations of the National Employment Service; annual reports on labour legislation in Canada, monographs and pamphlets on occupational guidance; Annual Reports of the Department; *Teamwork in Industry*, a regular publication of the Labour Management Cooperation Service; Annual Reports of the Vocational Training Branch; quarterly bulletin of the Bureau of Technical Personnel, and the LABOUR GAZETTE, etc. The Library has a complete file of the LABOUR GAZETTE from 1900, in both English and French.

The Library has been modernized since 1948. The adoption of microfilming to preserve and make available a wider distribution of old and valuable documents is an illustration of how it keeps its methods up to date. The microfilm collection now numbers 216 Canadian subjects and 172 United States items.

The appendix to the Library of Congress *Information Bulletin*, December 19, 1955, page 2, tells the story of the microfilm service as follows:

Canadian Labour Papers Microfilmed. The Canadian Department of Labour Library, Confederation Building, Ottawa, has published a mimeographed list of 177 Canadian Labour Paper titles of which microfilm copies are available, either through inter-library loan or by purchase at the price of 9 cents per foot delivered. Reels of film will not be split to supply specific dates but may be purchased as they are reeled. Information on footage of any title will be supplied by the Department Library. In addition to providing a list of microfilms available, the list also represents an excellent bibliography of Canadian Labour Papers.

Outside Libraries have purchased many of these films and loans have been made to others.

There is a constant stream of books being loaned each year. In 1954-55, there were 3,370 volumes and 1,200 periodicals loaned. In that year 64 libraries made use of the loan service and 3,350 persons visited the Library.

An important continuing function of the Library is to assist in research by providing specific information and published sources of information on all phases of labour and economic activities required in current departmental projects.

Many requests have come for aid and advice in helping to build and plan new

libraries and the re-organization and rehabilitation of old libraries. Requests have come from: the Library, Combines Investigation Branch, Department of Justice; the Department of National Defence; Provincial Library of Fredericton, N.B.; Brazilian Traction and Power Company, Rio de Janeiro; the Civil Service Commission; and the Royal Commission on Canadian Broadcasting.

When the Civil Service Commission was planning a training service Library, the Librarian of the Labour Department acted in an advisory capacity on training methods for the Commission.

38th Annual General Meeting of the Canadian Construction Association

Construction industry has doubled its annual volume since war's end, President reports. NHA amendment to permit purchase of existing homes suggested. Need for double the number of apprentices is pointed out

The construction industry in Canada has roughly doubled its annual volume of work during the decade since the end of the Second World War, said W. G. Malcom in his presidential address to the 38th annual general meeting of the Canadian Construction Association, held in Winnipeg from January 16 to 18 inclusive.

In 1946, Mr. Malcom said, 60,000 dwelling units were completed, while last year the total exceeded 125,000. During the same period the mileage of paved roads had risen some 75 per cent, and cement production and consumption in Canada had more than doubled.

"The present above-average carryover of work, the high levels of personal savings and corporate investment funds, together with the large number of projects on the designing boards are... supports to predictions of busy months ahead," he continued. He said, however, that "increases in the volume of construction will likely be limited more by shortages of certain materials, such as structural steel, than by shortages of investment capital".

Referring to the part which the Government might play in stimulating construction activity, Mr. Malcom mentioned projects commonly undertaken directly by governments, such as roads, bridges and institutional buildings. But, he said, governments

could also indirectly bring about an increase in the volume of building. Roughly half of our new houses, amounting to about 15 per cent of the total volume of construction, were being financed under the National Housing Act and there was still considerable scope for increasing the housing market.

Provision in the NHA for "lower down payments, loans for the purchase of existing houses, and the creation of 'open-end' mortgages, would enable more people to own their own homes," he said.

However, he went on, the industry itself can take a hand in promoting increased construction activity. "Our basic requirement is to maintain construction costs at levels that will encourage investment. This is largely a question of increasing our efficiency and expanding our industry's capacity. In short, we must see that we give increasing value for the construction dollar.

"Our training program for practically all personnel classifications has failed to keep up with the pace of the industry's expanded volume. The number receiving apprenticeship training should be at least doubled and there is a chronic shortage of engineers, superintendents, estimators and other skilled men in the industry," he asserted.

Hon. Milton F. Gregg

Hon. Milton F. Gregg, Minister of Labour, in his address to the meeting had a good deal to say about seasonal unemployment in the industry and about the steps that were being taken, and those that remained to be taken, to prevent this "waste of manpower".

He said that progress in this direction had been considerable. From 1924 to 1928 the amplitude of seasonal employment variations in construction was about 66 per cent, in the years 1947 to 1951 it had dropped to about 38 per cent, while in the last five years it was 37 per cent.

"The main obstacles [to more winter employment] are prejudice, habit, and misunderstanding," Mr. Gregg said. "These barriers can be overcome in time, given the goodwill of all concerned."

The Minister mentioned the steps being taken by government departments to arrange their construction and repair work in such a way as to provide the maximum amount of winter employment, and he gave instances of efforts private employers were making, not only in construction but also in other industries, to reduce seasonal unemployment.

Housing Report

V. L. Leigh of Victoria, reporting to the convention on housing, said that for Canadian families the attractions of home-ownership had to compete with the attractions of owning a car or a TV set. To meet this competition, he said, the construction industry must be able to provide a well-constructed house without "frills or luxuries" and "the desire for home ownership must be created greater than the desire built up through years of advertising cars, TV sets or high-cost entertainment. In other words, we must actually compete for the monthly payments of the wage earners."

Apprenticeship

Roy H. Foss of Montreal, reporting for the Apprenticeship Committee, said that the largest apprenticeship programs are in Quebec, Ontario and Alberta.

Following the CCA's pilot study in the Toronto area, Mr. Foss said, it was agreed that the most effective apprenticeship promotion activities were those on the local level, and that the Association's main role would be that of a source and clearing house of information helpful to provincial and local apprenticeship committees and to individual members.

Research and Education

J. D. Allan, making the Research and Education Committee's report, said that a \$2,000 annual fellowship for post-graduate study in construction had been established by the CCA. He said that postgraduate courses in building construction or construction engineering were not available in Canada at present but that further study was being given to the possibility of the establishment by the Ryerson School of Technology, Toronto, of a school of construction technology.

Labour Relations

During the past year the hourly earnings of construction workers, reckoned on a country-wide basis, had risen about 3 per cent, A. C. Ross, Ottawa, chairman of the Labour Relations Committee, said in his report. This meant a gain in real wages, because prices had remained virtually unchanged during the year. The higher volume of construction work during the year also resulted in more employment in 1955 than in the previous year, he said.

According to a review of basic construction costs compiled by the Association, 1955 averages of basic costs of construction were about 30 per cent higher than in the base year 1949. In the same interval prices of residential and non-residential building materials went up by approximately 23 and 24 per cent respectively. Wage rates for construction workers, the other main component of basic costs, showed a much sharper rise of some 43 per cent in the same period.

This means that workers in the industry have obtained an average annual increment of almost 4 per cent in real wages, since consumer prices rose only a little more than 16 per cent between 1949 and 1955, Mr. Ross said.

Resolutions

Resolutions passed at the convention included those recommending a high rate of home building, increased wintertime work, and continued federal investment in highway construction.

Election of Officers

Allan Turner Bone of Montreal was elected President of the Association at the election of officers for the coming year. Vice-presidents are T. N. Carter, Toronto; and H. J. Ball, Kitchener. N. A. Eager, Hamilton, was elected Honorary Secretary, and D. L. Donaldson, Ottawa, Honorary Treasurer.

Rehabilitation Co-ordinator Addresses Meetings

Nurses told how they can help to provide necessary encouragement and inspiration to the disabled; employers' group shown how employment of handicapped can bring profit to the firm, happiness to those employed

"In the critical stages of treatment, professional nurses can provide the encouragement and inspiration needed to help disabled people to face the future with assurance and progress towards their rehabilitation within the community." This statement was made by Ian Campbell, National Co-ordinator, Civilian Rehabilitation, when addressing a meeting of the Ottawa Area Chapter of the Registered Nurses of Ontario.

Mr. Campbell said that the present century had seen a complete reversal in the attitude of people towards the disabled. Many disabilities that formerly plagued humanity can now be avoided. When a disability does exist, modern rehabilitation techniques can often enable the individual to rise above his disability and find a useful place in the community.

He told the Ottawa Nursing Chapter that nurses form a key part of the rehabilitation team which includes doctors, social workers, vocational counsellors and

placement officers, whose efforts can combine to assure the maximum use of the remaining skills of the disabled.

When talking to the Toilet Goods Manufacturers Association, in Montreal, on the theme of "converting liabilities into assets," Mr. Campbell drew a parallel between sound business practices and the correct attitude towards the disabled. He pointed out that with proper medical treatment, vocational training and sound placement, the disabled can be fitted into the modern industrial setting and can give performance that may equal, or even exceed, that of the able-bodied. In this process the co-operation of industry is essential and employers, recognizing the ability of these people, can bring profit to their own organizations and dividends of happiness to those that they employ.

Mr. Campbell was introduced to the gathering by George G. Blackburn, Director of the Information Branch, Department of Labour. Following Mr. Campbell's address, the Department's film "Everybody's Handicapped" was shown.

Hospital Construction Costs Reduced by New Design

In building its new 250-bed General Hospital, it is possible that Niagara Falls, Ont., has suggested a means of lessening the steadily mounting costs of hospitalization.

Of new design, the hospital consists of a three-storey central building and less costly single-storey wings. The thinking behind this type of construction is that the great efficiency of the multi-storey conventional hospital building is not needed for the majority of patients, who when the critical stage of their illness is over can be treated in a less costly convalescent wing. This concept, it is expected, will result in a saving of approximately \$3,000 per bed in over-all construction cost.

In addition, the transferral to the more optimistic atmosphere of the convalescent wing may result in a reduction of the length of hospital stay and the consequent further lessening of costs.

How Rehabilitation Pays

Over the past year and a half, most of the provinces of Canada have embarked on programs to rehabilitate the disabled. With federal assistance, some of those who made an early start in this program have reached a stage where disabled persons are emerging from medical treatment, or vocational training, to be placed in suitable occupations.

It will be some time before detailed statistics regarding all who have so far benefited will be available. However, the first 330 cases reported tell a significant tale. These 330 people had 140 dependants and had cost their communities in maintenance approximately \$165,000 annually. With the completion of rehabilitation, the group in its first year of employment will earn approximately \$560,000.

50 Years Ago This Month

Union organization active in 1905 but for 103 locals established 101 were dissolved. Net increase in union locals in period 1903-05 was 267. Printers win 8-hour day in Quebec City, Brantford and Calgary

There was a great deal of activity in union organization during 1905, the number of local unions formed reaching 103; but this gain was almost balanced by the 101 unions dissolved.

There had been much better showings in 1903 and 1904. The figures for 1903 were 275 formed and 54 dissolved, and for 1904, 148 formed and 104 dissolved. The net gain in numbers for the three years was thus: 221 in 1903, 44 in 1904, and two in 1905, a total increase of 267 locals in the three-year period.

These figures are given in a review of labour organization in Canada during 1905 contained in the *LABOUR GAZETTE* for February 1906.

During 1905 the building industry came first in number of unions formed, with 22 new locals, but the printing industry had a larger net gain, with 12 new locals formed and only two lost, compared with 13 lost in the former industry. In general transport, 18 locals were formed, but there was a net loss of 32 owing chiefly to the dissolving of a large number in the railway industry, 34 of which were amongst the maintenance of way employees.

By provinces, in Quebec the net gain in the number of unions was 51 in 1903 and 23 in 1904, while gains and losses were exactly balanced in 1905. In Ontario the net gain in 1903 was 97 but in 1904 there was a net loss of three, and in 1905 a net loss of 17. Nova Scotia had the next largest net increase for the three-year period, with 37.

The union with the largest net gain in number of locals in 1905 was the International Typographical Union, with eight new locals formed and one dissolved. The United Brotherhood of Carpenters gained seven locals and lost two, while the Brotherhood of Maintenance of Way Employees gained five locals and lost 34.

Typographical unions at a number of points during the last quarter of 1905 presented requests to their employers for the adoption of an 8-hour day, in accordance with the resolution passed by the International Typographical Union in June 1905 that the shorter day should come into general effect on January 1, 1906. Up to

December 31, the 8-hour day had been granted to a number of employees at Quebec, Brantford and Calgary. At the first two places the reduction was from nine hours and at Calgary from 8½ hours.

Of 140 changes in wages or hours reported to the Department during 1905, 114 were increases in wages only, four were increases in wages combined with reduction in hours, 14 were decreases in hours only, four were decreases in wages, and the remainder were increases in hours with a corresponding increase in wages.

The most important of the changes in wages and hours during the year was a general increase in farm wages in Ontario and the Prairie Provinces, due to a shortage of farm labour. Western harvesters and hired men got 25 cents a day more.

During January investigations into the operations of illegal trade combines, which had been going on during the three previous months, continued. Fines totalling more than \$10,000 were imposed on a number of master plumbers in Toronto who had been charged with conspiracy.

In connection with a contract for plumbing in the Toronto city hall, certain plumbers were charged with a conspiracy to defraud the city of \$10,000.

But owing to the destruction or mutilation of the records of the two plumbing firms chiefly concerned, which had been ordered to be seized, the case was adjourned until February 1 to allow the re-examination of an important witness.

Immigration through ocean ports during the last half of 1905 amounted to 35,257 persons, compared with 37,111 in the corresponding period of 1904, a decrease of 1,854. Arrivals from the United States, however, amounted to 1,000 more than in the same period in the previous year.

During 1905 there was an increase of 8,132 in the number of homestead entries over those of 1904, the figures being 34,645 and 26,513 for the respective years.

Among the nationalities of homesteaders reported in December, Americans came first with 649, Canadians from Ontario second with 405, English third with 270, while Austro-Hungarians came fourth, numbering 208.

International Labour Organization

New Committee on Forced Labour

Three-man committee to investigate use and extent of forced labour in world named by ILO Director-General; to hold first meeting next month

David A. Morse, Director-General of the International Labour Organization, announced last month the setting up of an "independent *ad hoc* committee on forced labour" to investigate the use and extent of forced labour throughout the world.

Paul Ruegger, of Switzerland, former President of the International Red Cross Committee, will head the investigation, assisted by Cesar Charlone, former Minister for Foreign Affairs of Uruguay, and T. P. B. Goonetilleke, former District Judge of Ceylon.

The committee, the setting up of which was authorized by the ILO Government Body last June, will hold its first session in Geneva from March 12 to 17.

The task of the committee is to analyse complaints received by the ILO about the existence of forced labour anywhere in the world and to pass on its findings to Director-General Morse. Mr. Morse will, in turn, transmit them to the Governing Body and communicate them to government, worker and employer delegates attending the 1956 and 1957 sessions of the International Labour Conference.

The committee will examine material received by the ILO, whether direct or through the United Nations, since June 1953, when the joint UN-ILO *Ad Hoc* Committee on Forced Labour headed by Sir Ramaswami Mudaliar of India completed its findings. The term of this committee ended automatically with the publication of its report. This report said forced labour did exist in some parts of the world.

Forced labour is one of the items before the general conference of the ILO this June. Delegates from the ILO's 71 member countries attending the session will discuss the desirability of adopting an international instrument to outlaw forced labour.

The discussion will be a preliminary one, a final decision on the instrument being left to the 1957 session, in keeping with the ILO's double discussion procedure.

This year's session will have before it the texts of replies received by the ILO to a questionnaire on forced labour circulated by it to all member governments.

ILO Reports Progress in Inquiry into Employers', Workers' Freedom

Twenty-eight member nations of the International Labour Organization have replied so far to an ILO questionnaire on the extent to which employers' and workers' organizations in their territory are free from government domination and control. Eleven other countries have promised to reply shortly.

The questionnaire was sent out by a special three-man Committee set up by David A. Morse, Director-General of the ILO, following a decision by the ILO's Governing Body early last year.

The Committee, presided over by Sir Arnold McNair, former President of the International Court of Justice, met late last year to examine replies to its questionnaires and check the progress made by its secretariat in the preparation of monographs on each country. These monographs, relating to each of the ILO's 70 member countries,

describe: (a) the existing condition of employers' and workers' organization, and (b) those portions of each country's law and practice which seemed relevant for the Committee's purposes.

It is the intention of the Committee that each monograph shall be seen by the government concerned before the document is put into final form. Most of the monographs already have been sent to governments.

CORRECTION

In the report of the Fifth Session of the ILO Textiles Committee (L.G., Dec. 1955, p. 1376), George Shaw was listed as an employer delegate. At the last moment Mr. Shaw was unable to attend the meeting and was replaced by Fred Hutchings, Director of Industrial Relations, Dominion Woollens and Worsteds, Limited.

U.N. Committee to Discuss Discrimination in Employment

The United Nations Subcommission on the Prevention of Discrimination and the Protection of Minorities last month decided "to give priority to the consideration of the subject of discrimination in employment and occupation" at its next session, in 1957.

The International Labour Organization was to have presented to this year's session a report of its study of discrimination in employment, a task entrusted

to it by the Subcommission two years ago. An ILO representative reported that the report would not be ready until May.

While it expressed "concern" over the delay in the presentation of the ILO report, the Subcommission "noted with satisfaction" the ILO's decision to place the question of discrimination in employment on the agenda for the 40th session of the International Labour Conference in 1957 (L.G., Jan., p. 72).

Jordan Becomes 71st Member of ILO

The Hashemite Kingdom of Jordan has joined the International Labour Organization, David A. Morse, ILO Director-General, announced last month.

The admission of Jordan brings ILO membership to 71 countries.

No special vote was required for the admission of Jordan, one of the 16 countries admitted recently to the United Nations. Under the ILO Constitution, any member country of the UN can become a member of the ILO by accepting the provisions of the ILO Constitution.

ILO PUBLICATIONS

Since its inception in 1919, one of the important functions of the International Labour Office, which is the Secretariat of the International Labour Organization, has been research and investigation into various phases of labour and social problems, both nationally and internationally. As a result, over the years the Office has published a considerable literature, made up of special studies and reports, and reports on numerous international meetings on labour matters. Additions are made continually to the already substantial list of these publications, in order to make available internationally current information in this ever-changing field.

Comprised in this literature are several periodical publications, among which are the following:—

International Labour Review (Monthly): carries special articles on economic, labour and social topics, and international statistical information.

Industry and Labour (issued twice monthly): covers the activities of the ILO, and current events in the field of industrial relations, employment, migration, conditions of work, and social security.

Legislative Series (issued about every two months): gives reprints and translations of labour and social laws in various countries.

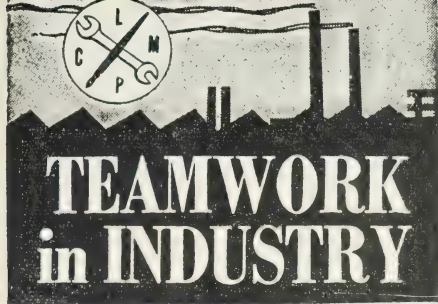
Year Book of Labour Statistics (published annually): reproduces statistics on employment, hours of work, wages, prices, migration, and so forth, drawn from a wide range of countries.

Occupational Safety and Health (published quarterly): deals with problems of industrial accident prevention and the health factor in employment conditions.

Enquiries on publications of the International Labour Office, or requests for the ILO Catalogue, may be addressed to: V. C. Phelan, Director, Canada Branch, ILO, 95 Rideau Street, Ottawa 4, Ont.

Publications of the ILO are invariably produced in both French and English versions.

The appointment of Ernest Bell, veteran British trade unionist, as Chief of the ILO Workers' Relations Service was announced last month. Mr. Bell was with the Trades Union Congress for 25 years, for 15 years as head of the TUC International Service.



Labour and management concerned with the activities of the City of London, Ont., shops and outside services agree that labour-management committees are an excellent medium for establishing and maintaining a co-operative relationship between employers and employees.

Emphasizing this are the many improvements that have resulted, through their combined efforts, for management, labour and the citizens of London.

The feelings of those connected with the labour-management committee have been expressed by E. T. Skelton, the city engineer, and a member of the committee since it was organized:—

"To sum up my feeling toward the labour-management committee, I will say this: 'I was put on the committee when I was deputy engineer. Now that I have been promoted to city engineer, with greater demands on my time, it would be logical for me to pass the duties of committee work on to my deputy. However, I enjoy these meetings so much, and feel that there is so much to be done through them, that I intend to remain on the committee myself'."

Speaking for labour, Herbert Worton, President of Local 107, Civic Employees National Union of Public Employees, said:—

"The gains and accomplishments made since the inception of the labour-management committee three years ago are too numerous to mention here, but, speaking for the members of Local 107, I can say that results and satisfaction derived from the meetings of the committee have been most appreciated.

"The relationship that these meetings has brought forth between management and labour has been most cordial, and the atmosphere at these meetings is filled with good fellowship and the free expression of opinion by all hands.

"Labour as a whole, and particularly the members of the committee, feel proud of their accomplishments as a result of measures adopted through the meetings, and their reports to the members of Local 107 are received with enthusiasm. The

members have at many times expressed their appreciation of the value of such get-togethers to management and labour.

"The interest of labour and management in the meetings is shown by the fact that since the committee's inception attendance at meetings has been 100 per cent, except in cases of extreme emergency, and at election time labour offices on the committee are contested to the fullest extent possible."

LMPC Helps Improve Morale

The following statements made by members of the labour-management committee operating in the Dominion Wheel and Foundries Division of Canada Iron Foundries, Limited, Toronto, give some indication of the work done by labour-management committees in helping to improve morale and promote improved methods of operation.

"Our employees are a motivated group since the establishment of the labour-management committee. I have never found such co-operative people as we have here. When we have problems to solve, we ask the production personnel to help us, and in nearly every case they have assisted us to come up with an answer quickly," said Edward P. Grass, Works Manager.

"Matt" Smith, Chairman of the shop union in the foundry, finds that "the committee has gone a long way towards making working conditions much improved, more systematic, and therefore, more productive..."

Roy Menzies, a member of the committee and a coremaker in the foundry, finds that there has been definite improvement in the plant since the committee began operations, along with "a more personal touch existing between personnel, and certainly greatly improved labour-management relations.

"There is more room for a lot of improvements around the shop, but we are working on them and will achieve them in due course," concluded Mr. Menzies.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during December. The Board issued 11 certificates designating bargaining agents, rejected two applications for certification, and ordered one representation vote. During the month, the Board received three applications for certification.

Applications for Certification Granted

1. National Association of Broadcast Employees and Technicians, on behalf of TV studio watchmen employed by the Canadian Broadcasting Corporation at Montreal, Que. (L.G., Dec. 1955, p. 1384).

2. United Brotherhood of Carpenters and Joiners of America, Local 1325, on behalf of carpenters and carpenter foremen employed by Northern Construction Company and J. W. Stewart Limited on Project No. 572 in the Yukon Territory and Northwest Territories (L.G., Dec. 1955, p. 1384).

3. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of ticket office employees of the Canadian Pacific Railway Company, employed at Vancouver in its British Columbia Coast Steamship Service (L.G., Jan., p. 76).

4. Brotherhood of Railroad Signalmen of America, on behalf of a unit of employees of the Quebec North Shore and Labrador Railway Company, Seven Islands, Que., employed in its Communications and Signals Department (L.G., Jan., p. 76).

5. Seafarers' International Union of North America, Canadian District, on behalf of unlicensed personnel employed by the Holden Sand and Gravel Company, Toronto, aboard the SS *Niagara* (L.G., Jan., p. 76).

6. International Union of Operating Engineers, Local 115, Vancouver, B.C., and International Union of Operating Engineers, Local 955, Edmonton, Alta., joint applicants, on behalf of a unit of equipment operators, mechanics, and oilers employed by Northern Construction Company and J. W. Stewart Limited on Project No. 572 in the Yukon Territory and Northwest Territories (L.G., Jan., p. 76).

7. Brotherhood of Painters, Decorators and Paperhangers of America, Local 1016, on behalf of a unit of painters employed by Northern Construction and J. W. Stewart

Limited on Project No. 572 in the Yukon Territory and Northwest Territories (L.G., Jan., p. 76).

8. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine engineers, below the rank of chief engineer, employed aboard vessels operated by the Quebec and Ontario Transportation Co. Limited, Montreal, Que. (L.G., Jan., p. 76).

9. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine engineers, below the rank of chief engineer, employed aboard vessels operated by the Mohawk Navigation Co. Limited, Montreal, Que. (L.G., Jan., p. 76).

10. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine engineers, below the rank of chief engineer, employed aboard vessels operated by Sincennes-McNaughton Lines Limited, Montreal, Que. (L.G., Jan., p. 76).

11. Club and Cabaret and Construction Camp, Culinary and Service Employees' Union, Local 740 and Local 740A of the Hotel and Restaurant Employees' and Bartenders' International Union, on behalf of a unit of cookhouse employees employed by Northern Construction Company and J. W. Stewart Limited on Project No. 572 in the Yukon Territory and Northwest Territories (L.G., Jan., p. 76).

Applications for Certification Rejected

1. International Union of Operating Engineers, Local 796, applicant, and Toronto Terminals Railway Company, Toronto, respondent. The application was rejected because the proposed bargaining unit was not considered by the Board to be appropriate for collective bargaining in view of collective bargaining practice on the railways (L.G., Jan., p. 76).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

2. Canadian National Railway Hotel Employees' Local Union No. 93, of the Hotel and Restaurant Employees' and Bartenders' International Union, applicant, and the Macdonald Hotel, Edmonton, Alta., respondent. The application was rejected because the proposed unit was not considered by the Board to be appropriate for collective bargaining as confined to the employees affected (L.G., Jan., p. 76).

Representation Vote Ordered

National Association of Broadcast Employees and Technicians, applicant, and *Radio Saint Boniface Limitée* (CKSB), St. Boniface, Man., respondent (L.G., Jan., p. 76) (Returning Officer: J. S. Gunn).

Applications for Certification Received

1. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and

Station Employees, on behalf of a unit of clerical employees employed in Canada by the Railway Express Agency, Inc., New York, N.Y. (Investigating Officer: Remi Duquette).

2. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 880, on behalf of a unit of traffic and maintenance employees employed by the Canadian Transit Company, Windsor, in the operation of a toll bridge between Windsor, Ont., and Detroit, Mich. (Investigating Officer: F. J. Ainsborough).

3. Sheet Metal Workers' International Association, Local No. 271, on behalf of a unit of sheet metal workers employed by Northern Construction Company and J. W. Stewart Limited on Project No. 572 in the Yukon Territory and Northwest Territories (Investigating Officer: D. S. Tysoe).

Scope and Administration of Industrial

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

Relations and Disputes Investigation Act

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During December, the Minister appointed conciliation officers to deal with the following disputes:—

1. Atlantic Broadcasters Ltd. (Radio Station CJFX), Antigonish, N.S., and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: D. T. Cochrane).

2. *La Tribune Ltée* (Radio Station CHLT), Sherbrooke, Que., and Sherbrooke Printing Trades Syndicate, Inc. (Conciliation Officer: R. Trépanier).

3. Sherbrooke Telegram Printing and Publishing Company (Radio Station CKTS), Sherbrooke, Que., and Sherbrooke Printing Trades Syndicate, Inc. (Conciliation Officer: R. Trépanier).

4. Dominion Coal Company; A. T. O'Leary & Co. Ltd.; S. Cunard & Co. Ltd.; and R. E. Archibald Co. Ltd., all of Halifax, N.S., and Local 1546, International Longshoremen's Association (Conciliation Officer: D. T. Cochrane).

Conciliation Boards Appointed

1. Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; Ontario Northland Railway; and Algoma Central and Hudson Bay Railway (non-operating employees) and Joint Negotiat-

ing Committee representing a number of international and national railway labour organizations. This dispute was referred directly to a Conciliation Board.

2. The Nova Scotian Hotel, Halifax, N.S. (Canadian National Hotels Limited), and Local 662, Hotel and Restaurant Employees' and Bartenders' International Union (L.G., Jan., p. 77).

Conciliation Board Reports Received

1. Kawartha Broadcasting Company Limited (Radio Station CHEX), Peterborough, Ont., and National Association of Broadcast Employees and Technicians (L.G., July 1955, p. 824). The text of the report is reproduced below.

2. St. Charles Transportation Company Limited, Que., and Seafarers' International Union of North America, Canadian District (L.G., Dec. 1955, p. 1385). The text of the report is reproduced below.

3. Canadian Pacific Transport Company, Limited, Winnipeg (Canadian Pacific Railway Company) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Dec. 1955, p. 1385). The text of the report is reproduced below.

Settlement Following Strike Action

1. Canadian Pacific Railway Company (SS *Princess Helene*) and Seafarers' International Union of North America, Canadian District (L.G., Dec. 1955, p. 1385).

Report of Board in Dispute between

Kawartha Broadcasting Company Limited (Radio Station CHEX)
and

National Association of Broadcast Employees and Technicians

The Board of Conciliation, Eric G. Taylor, Esq., Chairman, J. Kenneth Sims, Esq., QC, nominee of the employer, and Miller Stewart, Esq., nominee of the union, sat for the hearing of this matter in Toronto, Ont. on the 8th day of July 1955.

There appeared for the employer, Mr. T. J. Carley, QC, counsel, Mr. Jack Weatherwax, Radio Manager, and Mr. F. R. Lawrie, Station Manager.

There appeared for the Bargaining Agent, Mr. E. B. Jolliffe, QC, counsel, Mr. T. J.

O'Sullivan, Regional Director, Mr. M. Thomas, Chairman local bargaining committee, and Mr. J. Reid, member local bargaining committee.

This dispute arose out of the failure of the parties to agree upon the amendments to be made to a collective agreement dated 1st October, 1953, which was expressed to continue in effect for one year from that date. The agreement dated 1st October 1953, was made between the Brookland Company Limited, operating Radio Station

CHEX, and the bargaining agent involved in this dispute. Two months later, on 1st December 1953, Radio Station CHEX and its assets were transferred to a new company known as The Kawartha Broadcasting Company Limited, which has since that date owned and operated Radio Station CHEX. Throughout the term of the Collective Agreement dated 1st October 1953, the Kawartha Broadcasting Company Limited observed the terms and conditions of the collective agreement made between its predecessor and the bargaining agent.

Pursuant to notice from the union of its desire to amend the collective agreement, the employer raised the objection that the bargaining agent was not certified as the bargaining agent for any of its employees but, notwithstanding, agreed to bargain with the union without prejudice to its rights. Conciliation services were sought and granted and, finally, the present Board of Conciliation was established to deal with the matter. At the outset of the proceedings the employer lodged a preliminary objection that the union was not the lawfully certified bargaining agent for any group of its employees but indicated that without prejudice to its rights it was prepared to contemplate the execution of a collective agreement with the bargaining agent if an agreement satisfactory to the employer could be negotiated.

The matters in issue referred to the Board were as follows:—

1. Wages.
2. Vacations and holidays.
3. Grievance procedure.
4. Duties of announcers.
5. Hours of work.
6. Union security.

The Board heard the representations of the parties and subsequently engaged in private discussions with each of them, respectively, in an endeavour to effect a settlement of the dispute, but without avail. With the consent of the parties at the close of the hearing which took place on 8th July 1955, the Board arranged to withhold the issuance of its report for at least a fortnight in order that the parties might resume direct negotiations if they so desired. It was also understood the Board would be informed if the parties reached agreement by direct negotiation. Despite the long delay which has ensued, neither of the parties has communicated with the Board to this date.

The former collective agreement was expressed to run for one year from 1st October 1953. A year has elapsed since the expiry of the term of the agreement.

During December, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the National Association of Broadcast Employees and Technicians and the Kawartha Broadcasting Company Limited (Radio Station CHEX), Peterborough, Ont.

The Board was under the Chairmanship of Eric G. Taylor, Toronto, who was appointed by the Minister in the absence of a joint recommendation from the other two members, J. K. Sims, Kitchener, and Miller Stewart, Sturgeon Point, Ont., nominees of the company and union respectively.

The text of the report is reproduced here.

This Board of Conciliation is not competent to deal with the question raised by the employer concerning the status of the bargaining agent in respect of the employees of the employer. The absence of any communication whatsoever must be regarded as lack of interest in the proceedings of 8th July 1954, and, in any event, it is doubtful whether recommendations from this Board concerning the specific matters in issue would have the effect, of bringing about a settlement of the dispute at this late date. Accordingly, the Board refrains from setting forth herein the submissions made by the parties and arguments advanced and confines itself to the simple recommendation that the parties resume direct negotiations in good faith forthwith.

All of which is respectfully submitted.

(Sgd.) ERIC G. TAYLOR,
Chairman.

Dated at Toronto, Ontario, this 8th day of October, 1955.

Re-dated December 2, 1955.

Union Nominee's Report

Inasmuch as I have not yet received the report of the Chairman of this board (prepared on October 12, 1955), from the nominee of the Company, I feel compelled to make the following recommendations on the matters in dispute without further delay, although without an opportunity to study the report.

I recommend that the parties enter into a contract for the period from October 1, 1955, until September 30, 1956; the existing contract to be amended as follows:—

Wages

Effective from October 1, 1955, that all wages be increased by 10 per cent.

That on December 15, 1955, every employee of record on October 1, 1955, be paid settlement pay equal to 5 per cent of any monthly pay received or due to him or her during the period from October 1,

1954, until October 1, 1955, plus retro-activity of 10 per cent on any monthly pay received or due to him or her from October 1, 1955, until the new contract is signed.

Union Security

The Company agrees to deduct from the first pay cheque of each month an amount equal to one month's union dues (1.33 per cent of gross monthly earnings) of each employee signing authorization for such procedure during the life of the contract. When signed, such authorization is to be revocable only during the period between September 15 and September 30, 1956. The Company further agrees to write a letter to the employees, asserting that the Company has a completely open mind with respect to union membership and/or dues check-off authorization.

Vacations and Holidays

That eight (8) paid statutory holidays be provided for each employee, except that announcers and operators be given one extra week holiday in lieu of pay for five named holidays; the other three statutory

holidays for announcers and operators will be compensated by an extra day's holiday for each, or the employee will be provided with an extra day off within two weeks of date of each holiday.

Duties

The clause regarding duties of announcers be amended to delete "copywriting" and "writes commercial copy" from the list of duties, and insert in their place the clause "may be required to write commercial copy for programs on which he is a featured personality, other than participating programs".

Transportation

The Company agrees to provide suitable transportation to and from the most convenient city bus stop for any employee without a car, if, as and when he has to report for duty before 8:00 a.m., or when he is relieved from duty after 8:00 p.m., and in inclement weather.

Respectfully submitted.

(Sgd.) MILLER STEWART,
Member.

Report of Board in Dispute between

**St. Charles Transportation Company Limited, Quebec
and
Seafarers' International Union of North America,
Canadian District**

During December, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the St. Charles Transportation Company Limited, Quebec, and the Seafarers' International Union of North America, Canadian District.

The Board was under the Chairmanship of His Honour Judge Achille Pettigrew, Quebec, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Raymond Caron, QC, and Louis Laberge, both of Montreal, nominees of the company and union respectively.

The text of the report is reproduced below.

The Board of Conciliation and Investigation established to deal with the above dispute submits its report and recommendations.

This Board originally was composed of Achille Pettigrew, Judge of the Court of the Sessions of the Peace for the Province of Quebec, as Chairman, Raymond

Caron, Advocate, representing the Company, and William Maxwell Ford, Advocate, representing the Union. After the first sitting, Mr. Ford was replaced by Louis Laberge, business agent of the International Association of Machinists (AFL), as representative of the Union.

The Board heard the parties at Montreal on November 3 last and in Quebec City on November 22. After deliberation meetings in Montreal on November 28 the Board was unanimously of opinion that in view of the fact that the navigation season has ended and that the dispute concerns an agreement covering only a period ending December 31, a further determined attempt should be made to conciliate the differences between the parties and to bring about an agreement if at all possible.

Accordingly, on November 30 the Board again met with representatives of both parties in Montreal to endeavour to bring about a settlement of the dispute. Unfortunately, a lengthy meeting produced no

agreement. The Board then met in the afternoon of November 30 and on December 14 to deliberate and settle these recommendations as below set forth.

I

Before referring to the matters in dispute the following general observations are made:—

1. The dispute involves the terms of the first collective agreement negotiated between the parties, the Union having been certified on June 23, 1955.

2. The employees involved being approximately 65 in number are the crew members or non-licensed personnel of five vessels, formerly wartime LST's converted to wood carriers for the purpose of transporting pulp wood, chiefly from the Company's timber limits near Forestville on the St. Lawrence River a distance of 155 miles to the Company's mill at Quebec City.

Union Demands

The Union demanded that the Company enter into an agreement drawn up upon the basis of the current Canada Steamship Lines Limited agreement, a copy of which was attached to the Union's submission. The changes demanded from the standard Lakers' agreement may be summarized as follows:—

Clause 10 respecting off days and holidays with pay:

Twenty-one days basic pay in lieu of holidays at the end of the season for employees who have served continuously throughout the season with proportionate vacation pay for those with shorter periods of service.

Clause 13—Holidays:

The recognition of 10 paid holidays instead of 8.

Clause 17—Coffee time and lunches:

Fifteen minutes time off for coffee on each watch instead of time off for coffee during the night.

Clause 19—Room and Meal Allowance:

An allowance of \$1 per meal and \$5 for room per night instead of the current \$0.75 and \$3, where the Company does not provide room and board.

Clause 23—Tank Cleaning:

Double time for cleaning tanks or tank tops.

Clauses 24 and 26—Wages and Hours of Work:

The major part of the Union's argument was a demand that wages be paid on an

hourly basis instead of on a monthly basis. The wage demands were the following:—

	Per Hour
Chief Cook	\$2.65
Second Cook	2.20
Porter	2.07
Boatswain	2.85
Wheelsman	2.37
Watchman	3.16
Deckhand	2.05
Oiler	2.68
Fireman	2.36

Clause 27—Overtime:

Double the basic hourly rate for all overtime work.

Clause 30—Longshore Work by the Crew:

Double the basic hourly rate in addition to the regular rate for all longshore work performed by the crew.

Clause 32—Transportation:

On laying up of a vessel at the close of its navigation season, the Company to furnish every employee with transportation to his home or for a distance of 500 miles, whichever shall be the lesser.

Clause 35—Welfare Plan:

The Company to contribute 20 cents per day per man to the Union's welfare plan commencing with the effective date of the agreement.

Clause 36—Duration:

An agreement effective until December 31, 1955, but retroactive to April 1, 1955.

Company's Position

The Company generally agreed to accept the Canada Steamship Lines Limited agreement as the basis for negotiation. The Company however refuses to accept certain clauses which it considers inapplicable and strongly objected to the union security and hiring hall clause, both on the grounds that the hiring hall is contrary to the Canada Shipping Act and for the reason that union security provisions as stringent as those demanded by the union should not be granted in a first agreement nor until the parties had lived together for some time. The Company also strongly objected to agreeing to pay its employees on an hourly basis. It was argued before the Board that such a provision is not only completely at variance with the existing custom but that it is on its face contrary to the Canada Shipping Act and the standard form of agreement with the crew required thereunder. The Company also objected on legal grounds to the recommendation of an agreement retroactive to any period prior to the certification of the union, namely June 23, 1955.

II

Recommendations

The Board finds as follows, the Union Representative dissenting on all points except those where the Board is stated to be unanimous:—

Wages

The Board is of opinion (Mr. Laberge dissenting) that the demand for payment of wages of the unlicensed personnel on the Company's ships on an hourly basis should be refused. The only precedent proved by the Union is the case of a Montreal excursion vessel operated by Lakeshore Lines Limited to tour Montreal harbour and vicinity, the crew of which vessel does not live on the ship but at home like other shore workers. Furthermore, the provisions of the Canada Shipping Act, R.S.C. 1952, chapter 29, sections 168, 170 and 173, and of the agreement with the crew required by the said Act, raise considerable doubt as to the legality of an hourly-rated contract. New collective agreements were negotiated by the Union last summer with several shipping companies and it is noted that the increase in wages agreed upon is in all cases expressed in terms of monthly rates.

As to the rate of wages, it was alleged by the Company and admitted by L. J. McLaughlin (who presented the Union's case) at the hearing on November 3 in answer to a question from a member of the Board, that he had offered the Company the Canada Steamship Lines Limited agreement in effect during the 1955 season. At the meeting held on November 30 Mr. McLaughlin again agreed that he would accept this agreement, but with the proviso that it be retroactive to September 1953.

Quite apart from these admissions by the union representative, the Board can see no justification for recommending a wage rate higher than that paid during this past season by the large operators of public carrier vessels on the lower lakes, particularly as such rates in themselves (with one exception) are considerably higher than those actually paid by the Company and which its employees individually agreed to accept. On the other hand, the Company stated that it intended paying an increase of 5 per cent to its employees prior to the certification of the Union (page 17 of brief) and admitted at the hearings that it had been prepared to accept the rates paid on the lower lakes ships retroactive to April 1 last, or the opening of the navigation season if the union had been willing to drop its demand for payment of wages on an hourly basis.

At the hearing the Company contended that this Board could not legally recommend a wage increase retroactive to any date prior to June 23, 1955, the date of certification of the Union. The Board agrees that retroactivity of wage recommendations to a date earlier than certification is unusual. The company representative on the Board goes farther and believes that any retroactivity is unusual in a first contract and that retroactivity in such cases should not go beyond the date of appointment of the Chairman of the Board. However, the Board is unanimously of opinion that in the particular circumstances of this case, it would be unjust to the Company's unlicensed personnel if they were denied the benefit of the wage increase which they admittedly would have received if the Union had not been certified as their bargaining agent or had not persisted in its demands for hourly rates. Accordingly the majority of the Board recommends that the wages of the unlicensed personnel be increased to the rates shown in the left-hand column below, the union representative recommending that the rates be increased to those shown in the right hand column, such rates in both cases to be retroactive to commencement of 1955 navigation, namely:—

	Majority per month	Minority per hour
Boatswain	\$245.00	\$1.85
Wheelsman	230.00	1.75
Deckhand	190.00	1.55
Oiler	230.00	1.75
Chief Cook	270.00	1.85
Second Cook	200.00	1.70
Mess Boy	190.00	1.50

The union representative further recommends that if the categories of watchman and fireman should be established then the Company should agree to discuss the matter with the Union in order to agree upon the respective rates to be payable for these occupations.

Work Week

Both parties having agreed to the 40-hour work week which is presently in effect on the lower lakes ships, the Board recommends the incorporation in the collective agreement of a clause similar to article 26 of the Canada Steamship Lines Limited agreement with appropriate deletions of the inapplicable paragraphs and deletion of subparagraph (e) relating to division among the crew of the wages of an absent member, the union representative however dissenting as to the elimination of said sub-paragraph (e). Overtime rates should be paid for all

hours in excess of 40 hours per week at the rate paid under the standard agreement as stated in article 27 thereof, the words "Fireman" and "Watchman" to be deleted from sub-paragraph (a).

Certain Working Conditions

Both the numbers and the headings of the articles or clauses referred to below are as they appear in the Canada Steamship Lines agreement above referred to.

3. *Maintenance of Membership*—It is noted that although this article is headed as above stated, it actually goes farther than maintenance of membership and provides in effect for a union shop after thirty days.

A majority of the Board recommends a maintenance of membership clause for the duration of the agreement. The company representative dissents for the reasons, first, that any union security provision should not be recommended in a first agreement but should be earned by the Union over a period of time both as regards the employees affected thereby and by the Company, and secondly, that any form of union security which involves compulsion upon the employee or restriction of his rights as a citizen, whether economic or social, should not be imposed upon him by a union and/or by his employer until the law so determines—which law if and when enacted, it is hoped, will incorporate the necessary safeguards.

4. *Employment*—This article in part seems to contradict article 3 but in any case extends the effect of the union shop by requiring all unlicensed personnel to "be hired either through the office of the Union or through the Seamen's Section of the National Employment Service." Sub-paragraph (c), although not entirely unambiguous, apparently permits the Company only three hours before sailing time to engage personnel where the Union fails to fill its requirements.

The Company has strongly objected to this stipulation both on practical and legal grounds. The practical difficulties are readily seen. If the Union in good faith is unable to fill the Company's requirements, the Company presumably would have even greater difficulty in doing so within three hours before sailing time and could suffer considerable loss if the ship were delayed. It is also conceivable that the Union could use the provisions of this article indirectly to violate the provisions of the anti-strike clause, article 33.

The requirement that unlicensed personnel be hired through the office of the Union appears directly to contravene

article 157 of the Canada Shipping Act, which article reads as follows:

157. (1) No person shall engage or supply, or employ any other person to engage or supply, any seaman or apprentice to be entered on board any ship in Canada unless the person first mentioned is a shipping master or the deputy of a shipping master, or is the owner, master or mate of such ship, or is *bona fide* the servant and in the constant employment of such owner.

(2) No person shall receive, or accept to be entered, on board any ship, or permit to remain on board such ship, any seaman or apprentice who, to the knowledge of such person, has been engaged or supplied in contravention of subsection (1) for such ship or has been engaged or supplied for any other ship.

(3) Any owner, part owner, master, person in charge of any ship, ship's husband, consignee or other person who acts in contravention of this section is, for each seaman or apprentice in respect of whom an offence is committed, and notwithstanding that several seamen or apprentices are included in the same contract, or are received or permitted to remain on board any ship at the same time, liable to a fine not exceeding forty dollars.

At the hearing the union representative pointed out that the proposed article 4 providing for the union hiring hall has been accepted in many of its agreements including that of Canada Steamship Lines Limited. However, it was not proved that the legality of the union hiring hall provision has ever been challenged before the courts or considered by the courts and the majority of this Board cannot reconcile it with the clear provisions of the Act. Accordingly a majority of the Board, the union representative dissenting, upholds the Company's position and recommends that article 4 be omitted from the proposed agreement with the exception of sub-paragraph (b) thereof, reading as follows:

The Union agrees that the master or Chief Engineer of a vessel has the exclusive right to direct the crew and to hire, promote, demote, transfer, lay off, suspend or discharge employees, provided said officers act within the terms of this agreement.

The union representative on the Board recommends that article 4 be incorporated in the collective agreement as written in the said Canada Steamship Lines Limited agreement.

8. *Union Officers Boarding Vessel*—The Company objected to sub-paragraph (c) of this article inasmuch as its employees are paid by cheque deposited in the seamen's bank accounts in the local branch of the Royal Bank of Canada. It is unanimously recommended that sub-paragraphs (a) and (b) of article 8 be incorporated in the

proposed agreement but that sub-paragraph (c) be omitted as being inapplicable, the union representative dissenting as to (c).

* * *

A majority of the Board, the union representative dissenting, recommends that the following clauses be accepted by both parties in the form in which they appear in the said Canada Steamship Lines Limited agreement. The union representative recommends that the said clauses be amended to conform with the union demands as summarized above.

10. Off Days and Holidays with Pay.
13. Holidays.
17. Coffee time and Lunches.
19. Room and Meal Allowance.

* * *

23. *Tank Cleaning*—A majority of the Board is of opinion that this clause should be omitted as being inapplicable, the proof being that no tank cleaning is done by the Company during the navigation season. The union representative would include the clause.

30. *Longshore Work by the Crew*—The majority of the Board is of opinion that this clause should be omitted as being inapplicable, no longshore work being done by the crew. The union representative would include the clause.

32. *Transportation*—A majority of the Board is of opinion that this clause should be omitted as the subject matter in part is covered by article 20 of the proposed agreement, as the proof is that most of the Company's employees live in the Quebec area and, in any case as the requirement to pay up to 500 miles transportation cost seems to be unreasonable and unjustified

for a Company whose ships operate almost entirely between Quebec and the town of Forestville down the St. Lawrence River. The union representative recommends that the union demand be granted.

34. *Interruption of Work*—A majority of the Board, the union representative dissenting, recommends that the words "that will interfere or hinder the effective carrying out of this agreement and the principles contained herein," be omitted from this paragraph so that the paragraph now reads as follows:

There shall be no discrimination, interference, restraint or coercion by the Company against any employee because of membership in the Union. The Union agrees not to intimidate or coerce or threaten employees in any manner and will assist and co-operate with the Masters, Chief Engineers and Executives of the Company in maintaining discipline aboard ship.

35. *Welfare Plan*—The Board is unanimously of the opinion that the wording recommended by the Union be accepted, namely the following:

The established Canadian Lake Carriers and Seafarers Plan is agreed to. The Company agrees to contribute twenty cents (\$0.20) per day per man, payments to commence as per the effective starting date of this agreement.

* * *

The whole respectfully submitted and dated at Montreal this fourteenth day of December 1955.

(Sgd.) ACHILLE PETTIGREW,
Chairman.

(Sgd.) RAYMOND CARON,
Member.

(Sgd.) LOUIS LABERGE,
Member.

Report of Board in Dispute between

Canadian Pacific Transport Company, Limited (Canadian Pacific Railway Company), Winnipeg

and

Canadian Brotherhood of Railway Employees and Other Transport Workers

Your Conciliation Board consisting of T. W. Laidlaw, QC, Chairman, H. J. Riley, QC, the company nominee, and Thomas McGregor, the employees' nominee, was duly constituted. The union was represented by W. H. Thompson and G. Lanchberry. The company was represented by R. E. Wilkes and A. J. Laurendeau and D. E. Sloan.

This dispute arose out of the failure of the parties to agree upon amendments to be made to the collective agreement dated June 1, 1954.

Company Operations

The company's operations are described in some detail in the company's submission. The Manitoba-Saskatchewan Operation, as

it is called, was acquired through purchase by the Canadian Pacific Transport Company Limited in 1948. The main office is situated in Winnipeg, which is the principal source of traffic. The main line services provided by the Manitoba-Saskatchewan Operation run from Winnipeg through Brandon and Regina to Saskatoon and Swift Current. Shorter or peddle line services run between Swift Current and Eastend, both in Saskatchewan, and between Brandon and Portage la Prairie in Manitoba. The company also has a contract with Canadian Pacific Railway Company for expediting, by highway or rail, less-than-carload freight traffic from Swift Current to Shaunovan and Eastend, Sask. Terminals are maintained at Winnipeg, Brandon, Swift Current and Saskatoon. Maintenance requirements are performed in the company's garage in Winnipeg.

While the total number of employees represented by the union under the current collective agreement necessarily varies with the volume of traffic handled, there were 56 employees in September of 1955. Of these, 6 were over-the-road drivers, 4 line drivers, 39 warehousemen and pick-up men, 1 mechanic, and 6 clerks and stenographers.

On November 18, 1948, the union was certified as bargaining agent for the employees and the first collective agreement resulting from certification became effective on January 1, 1949. The latest agreement became effective June 1, 1954.

Since the first collective agreement became effective, all wage rates paid to employees of the operation have been increased considerably. The average hourly wage rate for warehousemen and pick-up men in January 1949 was 76 cents per hour while at present the basic rate is \$1.04, an increase of 28 cents or 36.8 per cent. The present rate is amplified by safe driving and safe handling bonuses, which are payable to employees who meet prescribed standards. The present agreement includes a cumulative accident-free driving bonus scheme which entitles the driver, with a 12 month "no-accident" record, to be paid an additional 1.4 cents per mile driven. Warehousemen, pick-up men and line drivers also participate in the safe-driving, safe-handling bonus, under which 6 cents per hour is paid to each man in addition to his applicable hourly rate subject to the conditions outlined in Section 2(b) of Article 19.

History of Dispute

Under date of March 31, 1955, the union served notice on the company of the employees' desire to revise the existing collective agreement. Due notice being

During December, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Pacific Transport Company, Limited, Winnipeg (Canadian Pacific Railway Company) and the Canadian Brotherhood of Railway Employees and Other Transport Workers.

The Board was under the Chairmanship of Thomas W. Laidlaw, QC, Winnipeg, who was appointed by the Minister on the joint recommendation of the other two members, Harold J. Riley, QC, and Thomas McGregor, both of Winnipeg, nominees of the company and union respectively.

The text of the report is reproduced here.

given, particulars of the employees' requests were conveyed to the company and consisted of:—

- (a) Two extra statutory holidays (Remembrance Day and Boxing Day);
- (b) Three weeks' vacation with pay after 15 years of service;
- (c) Rate of pay for highway (over-the-road) drivers to be increased from 4 cents to 6 cents per mile;
- (d) Guaranteed monthly wage of \$300 for over-the-road drivers;
- (e) Establishment of a rate of \$1.40 per hour for over-the-road drivers for loading and/or unloading freight at and between terminal points;
- (f) An additional 30 cents per hour for peddle line drivers;
- (g) Increases in rates of senior warehousemen and pick-up drivers, garage employees, and office employees, up to a maximum of 36 cents per hour for hourly-rated employees and for office classifications \$25 per month;
- (h) Establishment of a new classification designated "flat car technician" at \$1.50 per hour;
- (i) Uniforms and coveralls to be supplied without cost to employees;
- (j) Various minor changes in rules.

A meeting was held between the parties on June 9, 1955, when the union's requests were discussed. On June 12, the parties met again. The company stated that because of their extreme nature and the fact that present wage rates, fringe benefits and working conditions generally of the company's employees are amongst the best in the local trucking industry, the requests were declined.

The company did indicate its willingness to give consideration to a prompt settlement based on a 3 per cent wage increase. This was not acceptable to the union.

The union asked for conciliation services and J. S. Gunn was appointed by the Minister of Labour.

Several meetings were held by the company's and union's representatives with the conciliation officer, in an attempt to reach an agreement, unfortunately without success. Finally, upon the recommendation of the conciliation officer, this Board was set up by the Minister. On August 16, Mr. Gunn made an interim report containing certain union proposals as a basis for settlement. It provided for a progressive increase of 23 cents per hour for warehousemen in three stages over the life of a 29-month agreement or, as an alternative, a progressive increase of 20 cents in two equal stages over a period of a 24-month agreement. Commensurate increases were to be given to other classifications. These proposals were rejected by the company at a joint meeting on September 7.

Mr. Gunn arranged for the parties to hold a private discussion in an effort to find some common ground on which agreement might be reached. On September 12, Mr. Wilkes and Mr. Thompson reported that in spite of frank discussions, little or no progress had been made towards settlement. Mr. Gunn was called in and met with the parties. His efforts were fruitless. On September 14 it was announced there were 80 per cent of the membership against the acceptance of Mr. Gunn's proposals.

As a compromise, the union proposed a rate of \$1.20 per hour for warehousemen, which amounts to an increase of 16 cents per hour over the warehousemen rate of \$1.04 in the old agreement. The company rejected this proposal. As the latest offer of the union left the parties so far apart and as the ground had been covered again and again, the union requested the appointment of a conciliation board.

Throughout conciliation, the company has refused to go beyond its original offer of a 3 per cent increase, which had been rejected by the union prior to conciliation proceedings. The company, however, was willing to add the 3-cent-per-hour safe-driving bonus to the basic rate for terminal employees. This offer was rejected by the union.

The company has prepared a comparison of wage rates with its principal Winnipeg competitor, the Security Storage Company Limited.

The union does not admit Winnipeg is the only area for comparison purposes and introduced the wage rates paid by Dench of Canada (a Canadian Pacific Transport

affiliate) and Soo Freight Lines, companies which operate in Saskatchewan and Alberta along with other trucking companies operating on the west coast. Both Dench of Canada and Soo Freight Lines pay their warehousemen at a rate of \$1.30 per hour.

The company has consistently refused to consider any adjustment for highway drivers on the grounds that it is already leading the field in the Winnipeg area, taking into account the basic mileage rate of 4 cents per mile, a safe-driving bonus, and the meal allowance of \$5 per day. The company cited the following average monthly highway driver earnings as taken from income tax returns for the year 1954: \$350.01, \$386.95, \$370.31, \$383.43, \$367.19, \$374.94. Five of these drivers were employed for a full 12-month period, the sixth for an 8½-month period.

Recommendations

The Board finds considerable difficulty in formulating the proposal for recommendations of practical value in view of the conditions existing in the industry in Western Canada. It is, however, satisfied that the wage level is low having regard to the general level of wages paid in Winnipeg and Manitoba.

The company's continued existence depends upon its capacity to meet the keen competition which it is experiencing all through the West.

Unfortunately, the members of the Board have been unable to meet on common ground. Mr. Riley, on behalf of the employer, takes the position that the present wage scale should not be disturbed otherwise than to apply the 3-cent increase promised to the union at some earlier stage in the negotiations. Mr. McGregor, the employees' member of the Board, is definite in his stand that the minimum hourly rate should not be less than \$1.25.

The Chairman could not agree with the other Board members and recommends:—

- (a) the basic hourly rates be increased by 3 cents per hour effective as of the 30th day of June 1955; and
- (b) that the parties endeavour to bring about a settlement of the wage issue having regard for

* (1) the recommendations of the conciliation officer, Mr. J. S. Gunn, the rates referred to therein, and the wages presently being paid to employees of Security Storage Limited, all of which are set forth in his report.

There were a number of other points referred to the Board for its consideration, none of which, however, need be discussed until the main question of wages can be determined.

Dated the 9th day of December 1955.

All of which is respectfully submitted.

(Sgd.) T. W. LAIDLAW,
Chairman.

(Sgd.) H. J. RILEY,
Member.

Union Nominee's Report

I regret that I cannot agree with either of my colleagues, in the separate recommendations they are making as a basis for the settlement of this dispute, and submit the following, as my recommendations of what I think would constitute a basis for a fair and just settlement.

Duration of Contract

I recommend a one-year contract effective as from June 1, 1955, which is the anniversary date of the present contract.

General Wage Increase

I do not agree with the Company's argument that the wage rates of the CPT employees should be based on wages at present being paid by local cartage companies in the Winnipeg area; I do agree with the Union's argument that they should be based on wages being paid by other trucking concerns owned and operated by the CPT, as they are part of a chain of CPR subsidiaries which operate throughout the Prairie Provinces into the mainland of British Columbia, and over onto Vancouver Island. The employees concerned in this dispute operate a highway freight service from Winnipeg to Brandon, Regina, Swift Current, East End and Saskatoon, which interlocks with another wholly owned CPR subsidiary, namely, Dench of Canada, and Dench carries on from Regina to Medicine Hat, Lethbridge, Calgary, Edmonton, and into the Okanagan Valley, where the O.K. Valley Freight Lines (another CPR subsidiary) takes over and continues the operation through to Vancouver. This service is then continued by the Island Freight Lines Limited (another CPR subsidiary on Vancouver Island).

In my opinion the wages of the CPT employees operating out of Winnipeg as part of the chain outlined above should be

brought more into line with wages being paid to employees on other parts of this interlocking service. Dench of Canada highway drivers are paid a top rate of 5.2 cents per mile and their terminal wage rate is \$1.30 per hour. O.K. Valley Freight Lines rates are: highway drivers 7 cents per mile and terminal staff, \$1.25-\$1.45 per hour. Island Freight Lines Ltd., pay their transport drivers \$1.55 per hour, and \$1.60 an hour when a trailer is attached.

From the above it is evident that the following rates being paid to the employees concerned in this dispute are grossly out of line, as their top rate for highway drivers is only 4 cents per mile and the top rate for terminal employees is only \$1.04 per hour. The total inadequacy of CPT employees wage rates is further emphasized when it is known that the prevailing rate for highway drivers in Western Ontario is 5½ cents per mile, and common labourers in the City of Winnipeg are paid \$1.29 per hour, and common labourers employed by the (parent company) CPR, in their railway operation is about \$1.24 per hour and these employees are now negotiating for further increases which will no doubt, in part at least, be granted.

In view of all the above evidence I would recommend that CPT highway drivers be paid 5 cents per mile and that a terminal wage rate of \$1.30 per hour be established with commensurate wage increases to all other classifications; this to be effective as from June 1, 1955, which is the anniversary date of the present contract. I would also recommend that any bonuses or other privileges at present in effect be maintained. I would also recommend that Remembrance Day be added to the list of statutory holidays at present provided for in the agreement. I have no recommendations regarding the other matters in dispute, as I feel that the union and the company will reach a satisfactory settlement on them when an agreement is reached on the major questions enumerated in this report.

In closing I wish to express my appreciation of the very earnest efforts made by the Chairman to effect settlement of this dispute.

Respectfully submitted.

(Sgd.) T. McGREGOR,
Member.

c.c. T. W. Laidlaw, QC.

Legal Decisions Affecting Labour

Question of law in arbitration of union security clause is decided by British Columbia judge. Power of the U.S. Secretary of Labor to fix industry-wide minimum wage under Walsh-Healey Act upheld by court

In the course of arbitration of a dispute over the interpretation of a union-security clause in an agreement between a construction workers' local and a British Columbia company, by a ruling of a judge of the Supreme Court the company was held not to have violated the agreement by refusing to discharge an employee who was not a member of the union and who did not pay union dues.

In the United States, the federal Court of Appeals for the District of Columbia reversed a decision of a lower court which had held that the "prevailing minimum wage" which the Secretary of Labor is empowered by the Walsh-Healey Act to set for workers engaged on federal government supply contracts must be set on an area basis. The appeal court, with one judge dissenting, held that the Secretary did not exceed his authority by setting one minimum rate for a whole industry.

British Columbia Supreme Court...

... holds that company did not violate terms of agreement in refusing to dismiss an employee for failure to join union or pay the membership dues

In a judgement delivered October 11, by Mr. Justice Macfarlane of the British Columbia Supreme Court, it was held that on a true construction of the wording of the union security clause in the collective agreement between a company and a union the company was not obliged to dismiss an employee who refused either to become a member of the union or to pay union dues. The case came before a judge of the Court by way of reference from a board of arbitration under the provision of the Arbitration Act which permits an arbitrator to refer any question of law arising in the course of the reference for the opinion of the Court.

Mr. Justice Macfarlane gave the facts in his reasons for decision. The company, Ocean View Development Ltd., entered into a collective agreement with the union, Building and General Labourers' Union,

Local 602, on June 1, 1955. The agreement contained the following clause:

The following wage rates and working conditions shall take effect and be binding upon the parties hereto and shall govern all employees of the Company referred to herein.

Section 1—*Union Security*—All employees at present members of the Union shall continue as members during the life of this agreement. All present employees not members of the Union shall have the option of joining the Union or alternatively paying Union dues.

All new employees shall have the option of joining the Union or alternatively paying Union dues during the life of the agreement.

At the time the agreement was signed, the company had and still retained in its employ a workman who was not and never became a member of the union. The union requested the workman either to join the union or alternatively to pay membership dues, both of which he refused to do. The company, when requested by the union, refused to make it a condition of the continued employment of the workman that he comply with either alternative and refused to discharge and replace him.

The union contended that the company was obliged to require each of its employees to do either one of the alternatives set out in the union security clause. The company maintained that what was agreed was that the employees should have the options stated but every employee at common law had a right to work without taking out membership in a union as he saw fit and the Labour Relations Act did not take that right away. Furthermore, the company contended that if it should attempt to compel the employees to do either of these two things it would be violating Section 6 of the Labour Relations Act, which reads as follows:

6. No trade-union, employers' organization, or person shall use coercion or intimidation of any kind that could reasonably have the

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

effect of compelling or inducing any person to become or refrain from becoming, or to continue or cease to be, a member of a trade union.

The union pointed out that Section 8 of the Labour Relations Act provides that:

8. Nothing in this Act shall be construed to preclude the parties to a collective agreement from inserting in the collective agreement a provision requiring, as a condition of employment, membership in a specified trade-union, or granting a preference of employment to members of a specified trade-union, or to preclude the carrying out of such provisions.

The union therefore contended that, notwithstanding the provisions of Section 6, the company having entered into the agreement may require as a condition of employment that one of the options be taken up by the employee.

Mr. Justice Macfarlane stated that the question is whether or not the provision "all present employees not members of the union shall have the option of joining the union or alternatively paying union dues" means that they must do one of these things and that they cannot refuse to do both. The union had suggested, noted his Lordship, that clause 1 of the agreement set out the working conditions which governed all employees of the company and that, if the construction given to the clause was not that it is a condition of employment that the employee had to do one of those things, the agreement would be nugatory or futile. Counsel for the union had contended that it was a case for application of the rule that where the contract as expressed in writing would be futile, and would not carry out the intention of the parties, the law will imply any term obviously intended by the parties which is necessary to make the contract effectual. His Lordship, however, did not agree. He felt that it could not be said that the clause here was nugatory and futile simply because it did not go so far as the union wished. He said that the agreement gave an option but did not go far enough to provide what the union wanted, namely a union shop.

He went on to state that it was quite conceivable, as the company contended, that so far as the company was concerned, it never intended that the agreement should go any further than it stated, and that it would be illegal and contrary to the provisions of Section 6 of the Labour Relations Act for the company to undertake anything beyond that. *Building and General Labourers' Union, Local No. 602 v. Ocean View Development Ltd.* (1955) 5 DLR 12; (1955-56) 17 WWR 115.

United States Court of Appeals, District of Columbia Circuit...

... upholds authority of Secretary of Labor to fix minimum wage rates on government contracts on an industry basis rather than on a geographic basis

The United States Court of Appeals, District of Columbia Circuit, on December 1, 1955, allowed an appeal by the Secretary of Labor against a decision of the District Court enjoining him from putting into effect a minimum wage of \$1 an hour for work on federal government contracts in the cotton, silk and synthetic textile branch of the textile industry.

The Appeal Court held that the Walsh-Healey Public Contracts Act under which the determination of \$1 an hour as the prevailing minimum rate was made gave the Secretary of Labor authority to fix a minimum on an industry basis rather than on the basis of separate geographic localities.

Chief Justice Edgerton, in giving reasons for decision, reviewed the provisions of the statute and the events leading up to the appeal. The Walsh-Healey Public Contracts Act of 1936 provides that any government contract for more than \$10,000 shall include a stipulation that all persons employed in manufacturing or furnishing goods under the contract will be paid "not less than the minimum wages as determined by the Secretary of Labor to be the prevailing minimum wages for persons employed on similar work or in the particular or similar industries or groups of industries currently operating in the locality in which the materials, supplies, articles, or equipment are to be manufactured or furnished under said contract; ..."

The Secretary of Labor determined in January 1953, after extensive hearings that the prevailing minimum wage in the cotton, silk and synthetic textile branch of the textile industry was \$1 per hour. Covington Mills and other textile manufacturers brought suit in the District Court against the Secretary to set aside and enjoin his determination as illegal. The Textile Workers Union of America (CIO), and certain manufacturers, intervened in support of the determination. The Court found the determination illegal, on the ground that the Secretary's authority under the Walsh-Healey Act is limited by the word "locality" and that, therefore, he may not determine a minimum wage on an industry-wide basis. The Secretary and the interveners appealed the decision.

The Chief Justice then described the policy and purpose of the Act:

By statute and regulation, government contracts must go to the lowest responsible bidder. Until the Walsh-Healey Act was passed, it followed that the government, though it urged industry to maintain adequate wage standards, was often compelled to undermine them by contracting with low-wage concerns. The Walsh-Healey Act sought to support standards by withholding contracts from such concerns.

This Act's purpose was to impose obligations upon those favoured with Government business and to obviate the possibility that any part of our tremendous national expenditures would go to forces tending to depress wages and purchasing power and offending fair social standards of employment. As stated in the Report of the House-Committee on the Judiciary..., "the object of the bill is to require persons having contracts with the Government to conform to certain labor conditions in the performance of the contracts and thus eliminate the practice under which the Government is compelled to deal with sweat shops".

The quotation is from the Supreme Court's judgment in *Perkins v. Lukens Steel Co.* He then cited also the statement in *Endicott Johnson Corp. v. Perkins*, that the Act's purpose "is to use the leverage of the Government's immense purchasing power to raise labour standards".

He considered that the Secretary's findings of fact made it clear that in the textile industry, unlike some industries, only an industry-wide minimum would serve this purpose, because the competition is industry-wide. He disagreed with the District Court's construction of the Act which would make it necessary for the Secretary to fix separate minima according to the wages that prevail in each separate textile community:

This would freeze the competitive advantage of concerns that operate in low-wage communities and would in effect offer a reward for moving into such communities. It would also make the Act nearly meaningless as applied to a large part of the textile industry, since there is frequently only one textile concern in one neighborhood and it necessarily pays the wages that prevail in its plant.

He did not accept the contention that because of the use of the word "locality" the plain meaning of the Act forbids the Secretary to fix an industry-wide minimum. In his view, it is not plain that every minimum wage determination under the Act must be limited to a locality or that a large group of States can never be a locality.

Further, the Secretary's interpretation of the Act as permitting industry-wide determinations is not new. His practice in this connection has been called to the attention

of committees of Congress but Congress has not amended the Act to write his interpretation out of the Act.

Mr. Justice Danahar concurred with the Chief Justice, but added that in his opinion the large number of plaintiff companies should not have been parties in the suit and likewise the intervention on the side of the Secretary should not have been allowed. The Fulbright Amendment, an enactment of 1952 which permits judicial review of the Secretary's determinations, provided that review may be had only by a person "adversely affected or aggrieved". Only 14 of the plaintiffs had shown that the determination "results in direct and immediate injury". Because of the Government's undoubted right to lay down the conditions upon which its own business will be conducted, he considered that the Fulbright Amendment required a strict construction, and only those directly affected should have been allowed to bring suit.

Mr. Justice Washington, in a dissenting opinion, said that the central issue was whether the Walsh-Healey Act was intended to establish a nation-wide wage standard for Government contractors, or a standard based on wages prevailing in the contractor's own community. In his view the statute clearly establishes the latter standard, requiring only that bidders for Government contracts shall pay the prevailing wages in the community where the work is performed. In his view, the majority misconceived the purpose of the Act, as revealed in the light of conditions prevailing in 1936, when it was passed.

At that time, and before, it was generally thought that the Federal Government lacked power to undertake broad regulation of wages and labour standards. Control of Government contracts was thought possible, however, and in 1931 the Bacon-Davis Act was passed, imposing certain wage regulations in the field of Government construction contracts... In 1935 that Act was substantially revised and strengthened... The 1935 revision provided—in language derived from the earlier legislation—for wage determinations based on conditions prevailing in the "city, town, village, or other civil subdivision" where the contract is to be performed. In 1936 the Walsh-Healey Act was passed to cover the field of supply contracts. Here Congress used the "locality" provision we have been discussing. Obviously both Acts are based on the same philosophy and point to a standard limited to a fairly small area and to a restricted objective: that of preventing contractors from cutting wages below prevailing community levels in an effort to pare costs and thus be the lowest bidder. As the legislative history shows, there was no thought of raising wages, or of eliminating regional differentials.

Later, he said, greater breadth of Federal power was recognized. Problems such as

that of the "runaway industry," which were not intended to be dealt with by the Walsh-Healey Act, may now be dealt with by explicit Federal legislation, and Congress has gone far in this direction through the Fair Labor Standards Act and its amendments. Under that Act a minimum wage rate of \$1 an hour will shortly come into effect. He concluded:

Surely it is better to reach decisions of that sort through congressional debate and action, rather than through strained administrative and judicial interpretation of a statute passed years ago for a different and more limited purpose.

Mitchell v. Covington Mills, Inc., United States Court of Appeals, District of Columbia Circuit, December 1, 1955, CCH 29 Labor Cases, 90, 213.

Recent Regulations under Provincial Legislation

Quebec issues new regulations for boilers and pressure vessels, and Ontario adds beryllium poisoning to list of industrial diseases. The Manitoba Taxicab Board reissues rules for owners, operators, drivers

With a few changes, Quebec has incorporated the latest edition of the CSA Code into its new regulations for boilers and pressure vessels.

In Ontario, employees under Workmen's Compensation Act may now get compensation for beryllium poisoning.

The Manitoba Taxicab Board has ruled that weekly wages for drivers must not be reduced below \$35 except by authorized deductions.

Alberta Apprenticeship Act

Three orders under the Apprenticeship Act, O.C. 1506-55, O.C. 1507-55 and O.C. 1508-55, were gazetted December 15. The orders, which amend the regulations authorized by O.C. 1283-54, O.C. 1284-54, and O.C. 1218-53, deal with fees for examinations for annual certificates of progress, and certificates of qualification as journeymen in the painting and decorating trade, the sheet metal trade and the carpenter trade.

Apprentices in these trades must pass examinations every year before they are given a certificate of progress which allows them to proceed to the next stage of apprenticeship. Those who have completed their training must also qualify by examination if they wish to obtain certificates of qualification as journeymen. The new orders provide that an applicant will forfeit the fee if he fails to appear for examination at the prescribed time and place unless prevented by unavoidable circumstances, or if he fails to pass. The fee will be refunded, however, if the application is disallowed before examination.

British Columbia Male and Female Minimum Wage Acts

Male and Female Minimum Wage Order No. 13(55)

Male and Female Minimum Wage Order No. 13(1955), effective December 15 and gazetted the same day, applies whenever an employee is employed in more than one occupation by the same employer and the hours in one or more occupations are limited to eight in the day and 44 in the week by the Hours of Work Act or by an order of the Board of Industrial Relations, but are not restricted in all of the occupations.

Such an employee must be paid a minimum wage of time and one-half his regular wage for all hours worked in excess of eight in the day, and for all hours worked in excess of 44 in the week where the hours worked do not exceed eight in any one day.

Every employer must post a copy of this order in a conspicuous place in his establishment or other suitable place so that employees affected may acquaint themselves with the new ruling.

Regulation No. 3

By Regulation No. 3 effective December 15 and gazetted the same day, the Board of Industrial Relations has exempted the employees of the Pacific Great Eastern Railway Company, Vancouver, from the Male Minimum Wage Act and the Female Minimum Wage Act. This regulation was made under the provisions of the Acts that permit the Board, for the purpose of efficient administration and having regard

to the nature and conditions of employment and the welfare of the employees, to exempt an employer from the operation of the Act.

Manitoba Apprenticeship Act

Regulation 106/55, made under the Apprenticeship Act and gazetted December 17, amends the rules for the painters' and decorators' trade so that more persons who have experience in the trade but have not served an apprenticeship might be eligible for a certificate of qualification.

Some credit had previously been given for experience in lieu of apprenticeship training but since March 17, 1950, no experienced tradesman had been granted a certificate without examination, and only those who had been engaged in the trade for four years but less than five years prior to September 17, 1949 could qualify by examination. Now some tradesmen may again qualify without examination and others who have accumulated experience since September 17, 1949, may qualify by examination.

Until March 31, 1956, a person who has been engaged in the trade of a painter and decorator for five years or more prior to July 18, 1955, may be granted a certificate of qualification without examination on the recommendation of the trade advisory committee. The candidate must satisfy the committee that his work measures up to journeyman's standards and he must submit certificates from his employers with his application.

A person who has been actively engaged in the trade for four working years prior to July 18, 1955, may be granted a certificate of qualification if he passes an examination approved by the Apprenticeship Board.

If an applicant is refused a certificate because the trade advisory committee is not satisfied with his credentials or because he fails to pass the required examination, he will be allowed credit for his experience if he enters into an apprenticeship agreement.

Manitoba Taxicab Act

Regulation 100/55 under the Taxicab Act, gazetted December 3, deals with licences, drivers, operating conditions and other phases of the taxicab business. The regulations, which are similar in most respects to those authorized by Regulation 93/46, are the first issued since the Taxicab Board was reconstituted by a 1955 amendment to the Act.

The Board now has five members, the Chief Constable of the City of Winnipeg, a member of the City Council nominated

by it, and three persons nominated by the Lieutenant-Governor in Council. The powers of the Board are the same as before. Within the area of Greater Winnipeg, it has general supervision over taxicabs, their owners, operators and drivers, and may make rules within the framework laid down in the Act.

As provided in the Act, there is a separate licence to carry on a taxicab business, to operate a taxicab, and to drive a taxicab. Anyone wanting a licence must apply in person and must state the purpose for which the application is made. An applicant for a driver's licence must be at least 21 years of age.

A licence may be suspended or cancelled by the Board for a violation of any federal or provincial statute, municipal by-law or a regulation, rule or order of the Board. Drivers and operators are also liable under Section 117 of the Highway Traffic Act, which provides that a magistrate who convicts any person of a breach of the Governmental Liquor Control Act with respect to liquor had or kept in a motor vehicle operated for compensation shall suspend the licence of the driver and the registration of the vehicle for six to 12 months. A driver may also have his licence suspended if there is evidence that he has carried intoxicating liquor in the taxicab or that he has driven immediately after drinking liquor.

The Act provides that no driver is to be "on duty" more than 12 hours a day or more than six days a week, but leaves the interpretation of the phrase "on duty" to the Board. The Board has ruled that the 12-hour working day must include a period of not less than one hour for meals, and that the hours of a driver employed otherwise than by the week must be confined to 12 consecutive hours from the time he first reports for work. A driver operating a car is considered on duty from the time he is called until he reports in on completion of the trip. When not actually driving, a driver is on duty if he is upon the premises or in his cab under the instructions of and available for call by his employer.

The Act, which was passed in 1935, set a minimum wage of \$15 a week for drivers employed by the week, and a minimum wage of \$1.40 a day plus 35 cents an hour for every hour worked in excess of four for other drivers, but gave the Board authority to set a higher minimum wage and to rule on other details regarding wages. As the general minimum rate set under the Minimum Wage Act for men in the city of Winnipeg in 1935 was \$12 a week, the rate for taxicab drivers was

slightly above that rate. Since then the general minimum wage rate has been increased to 60 cents an hour.

A new provision in their regulations states that the owner of a taxicab business must not deduct any amount from the wages of a driver employed by the week that would reduce his weekly wage below \$35 unless it is a deduction required by an Act or regulation of the federal or the provincial government, or a deduction made at the written request of the driver and approved in writing by the Board.

As under the previous regulations, every taxicab operator of more than one cab must have at least one driver paid by the month or week for each taxicab licensed to be operated by him, not including seven-passenger cars. A driver employed by the year or month must be paid a wage equal to the aggregate if he were employed by the week, and a driver hired by the week must be paid the minimum wage per week whether the week is four, five or six days of employment, unless he is absent from illness or by arrangement.

Drivers must be paid in cash or by cheque. When paid in cash, the driver is to sign a receipt in a book which will be inspected by one of the Board's inspectors. When drivers are paid by cheque, the employer is to keep the cancelled cheques for the Board's inspectors to examine. Accurate wage reports must be sent to the Board each month by the employer on prescribed forms showing the type of employment of each driver, the hours and wages paid him. The report is to be signed by both the driver and the employer.

The regulations also contain a number of rules regarding the conduct and behaviour of drivers. Every licensed driver must notify the Board when he changes his employer or his address, and must also notify the Department when he changes his address. A driver must not smoke while a passenger is being carried in the taxicab, and must dress appropriately and wear the cap or uniform that may be prescribed by the Board. A driver, while awaiting or soliciting passengers, must accommodate persons in order of their application.

A driver must not permit more than one person to sit in the front seat of the taxicab with him. He must proceed by the most direct available route from the point of his engagement to the passenger's destination unless otherwise instructed by the passenger. He must also give a receipt when he receives payment if requested to do so by a passenger. If a passenger leaves

an article of value in the taxicab, the driver must report it to the operator who in turn is to notify the police.

There are a number of rules to protect both passengers and drivers. Garages where taxicabs are kept, hired, stored or repaired, and accounts, records and documents are subject to inspection by both the police and the Board. A taxicab may be ordered out of service if it is found to be unsafe or unsuitable. If ordered out of service for repair, a taxicab must not be put back into service until passed by one of the Board's inspectors. Every taxicab operator must inspect his equipment regularly and keep it in proper repair and in a sanitary condition at all times.

No taxicab is to carry or convey gasoline, explosives or any other inflammable substance not in use in supplying motive power, light or heat. Any accidents resulting in loss of life or in damage to property in excess of \$50 must be reported to the Board within 24 hours.

Newfoundland Food and Drugs Act

Regulations under the Food and Drugs Act, to be known as the Counter Freezers Regulations, 1955, were gazetted November 29. The regulations apply to persons engaged in the manufacture or handling of ice cream or the mix from which it is made, and are mainly concerned with public health.

All persons engaged in manufacturing or handling ice cream must wear separate, clean outer garments and must keep their hands clean. They must be free from any contagious disease, and must submit to medical examination when requested by the Department of Health.

An adequate, safe and sanitary water supply and suitable toilet and hand washing facilities must be provided for persons engaged in the trade.

The regulations also include provisions regarding sterilizing of equipment, utensils and apparatus, the location of freezers and the storage of supplies.

The application of the general regulations under the Food and Drugs Act (L.G., 1950, p. 2091) has been extended by regulations gazetted December 20. The general regulations made on August 16, 1950, set out the minimum sanitary standards to be observed by employers and workmen in all places where food is prepared, handled or sold. The regulations applied to St. John's and a two-mile radius, Bell Island, Botwood, Stephenville, Placentia, Corner Brook and a five-mile radius, Channel Port-aux-Basque and Fogo. They applied to places within a 15-mile radius of St.

John's and Corner Brook with respect to establishments where milk, butter or cream is produced.

Coverage has been extended to all establishments where food is prepared, handled or sold in the following places: all the electoral districts of St. John's, both electoral districts of Trinity and Placentia, and the electoral districts of Bell Island, Harbour Main, Port-de-Grave, Harbour Grace, Carbonear-Bay-de-Verde, St. Mary's, Ferryland and Burin.

Ontario Workmen's Compensation Act

O. Reg. 230/55 under the Workmen's Compensation Act, gazetted December 17, effective January 1, 1956, amends Regulation 371 of the Consolidated Regulations of Ontario 1950.

Manufacturing of plaster statuary has been taken from the list of industries excluded from the benefit section of the Act and added to the schedule of industries in which the employers are required to contribute to the accident fund. Employers in this industry must now contribute to the accident fund and employees will get compensation in case of death or accident.

There are a number of changes in Schedule 1, which contains the list of industries in which the employers are liable to contribute to the accident fund. Other industries specifically listed in the schedule are: operating a storage-battery business; operation of the business of selling, renting, servicing or repairing of machinery and equipment; automobile slip-cover installation; new and used automobile-sales business; blue printing, mimeographing, multi-graphing, multilithing, photostating, silk screen printing, advertising display work, sign painting or lettering; operation of aeroplanes, airships or other flying machines. Two industries, erecting of metal signs and printing metal display signs, have been deleted. There have also been changes in the classes.

There are several changes to Schedule 3, the list of industrial diseases. Beryllium poisoning from any process involving the use of beryllium or its preparations and compounds has been added to the list. Beryllium is a metal which in recent years has been used in the production of copper alloys and its compounds are used in the manufacture of fluorescent lamps. Beryllium poisoning does not appear in the schedule of industrial diseases in any other province. Changes have been made in the definitions of pneumoconioses and silicosis. The pneumoconioses other than silicosis now appear in the schedule without being limited to any particular process. Silicosis

is associated with the processes of mining, quarrying, cutting, crushing, grinding, or polishing of stone, or grinding or polishing of metal.

Quebec Pressure Vessels Act

New regulations under the Pressure Vessels Act authorized by O.C. 1205 were gazetted December 3. These regulations replace those approved by O.C. 1343/44, and were issued because it was considered advisable in view of modern technical developments to enact new rules conforming to the provisions of the Canadian Standards Association Code for Boilers and Pressure Vessels.

The new regulations are in two parts: Part I has some general provisions as to construction, installation and inspection of pressure vessels and as to fees; Part II contains technical rules governing these matters, which, except for a few changes, correspond to those set out in the 1955 edition of the CSA Code (CSA B 51-55). Since 1952, the CSA Code has been used as a standard under the Quebec regulations, but the Code rules were not previously embodied in them.

The new regulations place more emphasis on welding. The 1955 edition of the Code has a section on welding which has been incorporated into Part II of these regulations. The general provisions in Part I also require that welding procedures and qualifications of welders must conform to the standards established in the Code and in the Quebec Regulations. No person may do welding on any steam or hot water boiler, or on any other pressure vessel, without having first obtained a valid certificate of the appropriate class. Except for welding piping for the installation of hot water tanks having a pressure not exceeding 100 pounds p.s.i., and a temperature not more than 250° F., or for the installation of heating apparatus operated at a pressure not exceeding 15 pounds p.s.i., no one may weld piping which contains steam, air or gas, or the piping of a refrigeration system, unless he is qualified to do so. A person engaged in the business of fabricating or repairing boilers and pressure vessels must employ only welders duly qualified for that kind of work.

As before, the regulations apply to the following apparatus and all accessories connected to them: boilers and furnaces either steam or hot water, automatic apparatus for heating boilers or furnaces, refrigerating plants, tanks or vessels containing gas, air or liquids under pressure. They do not apply, however, to steam or hot water

(Continued on page 205)

Unemployment Insurance

Annual Report of the Unemployment Insurance Advisory Committee, '54-55

For the first year since unemployment insurance initiated, disbursements exceed revenues; fund decreases by \$40½ million. If '54-55 unemployment becomes normal, increase in contribution rates must be considered

For the first time since unemployment insurance was initiated, in 1941, revenues from all sources in the fiscal year 1954-55 were less than disbursements and, as a result, there was a net decrease in the Unemployment Insurance Fund of \$40½ million.

The Unemployment Insurance Advisory Committee, in its report for the fiscal year ending March 31, 1955, tabled in the House of Commons at the opening of the current session, took a serious view of this reduction. It noted that if unemployment in 1954-55 becomes the normal pattern, an increase in contribution rates will have to be considered.

The most serious aspect of the withdrawal of \$40½ million from the fund invested, the Committee pointed out, will be the reduction in revenue of \$1,200,000 next year.

The Committee approved recommendations by the Unemployment Insurance Commission concerning seasonal regulations and married women regulations.

The Unemployment Insurance Advisory Committee consists of a chairman and eight members, four of whom represent employers and four, employees. Present Chairman is Arthur McNamara, former Deputy Minister of Labour. Members are George Burt, Gordon Cushing, Albert Deschamps, James Hunter, F. G. H. Leverman, Jean Marchand, J. G. McLean and H. Shoobridge.

The complete text of the report follows:

To His Excellency

The Governor General in Council:

1. Section 87(1) of the Unemployment Insurance Act requires the Unemployment Insurance Advisory Committee to report not later than July 31 each year on the financial condition of the Unemployment Insurance Fund as at the preceding March 31.

2. The Committee met on July 26, 1955, and received from the Unemployment Insurance Commission financial and statistical statements for the year ending March 31, 1955. These reports were supplemented by further information and explanations, by a report from the Actuarial Adviser, Department of Insurance, and by statistical data from the Dominion Bureau of Statistics.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

3. The balance at the credit of the Unemployment Insurance Fund at March 31, 1955, was \$840,692,316.77, a decrease of \$40,581,816.57 in the twelve-month period. This is the first year over which a decrease in the Fund has occurred. This compares with an increase of \$29,688,968.68 in the fiscal year 1953-54 and \$73,385,813.23 in the fiscal year 1952-53.

4. The whole fund, except for immediate cash requirements, is invested in obligations of or guaranteed by the Government of Canada. These investments are carried on the balance sheet at cost (less amortization of premium and discount), which is approximately \$23,680,000 less than the market value at March 31. The average investment yield is 3 per cent compared with 3.02 per cent for the previous year.

5. The revenue for the fiscal year 1954-55 totalled \$217,046,785.55, an increase of \$507,050.54 over that of the previous year. This amount was made up as follows:

Employer and Employee Contributions.....	\$ 156,871,986 88
Department of Veterans Affairs for Veterans of World War II Special and Regular Forces..	1,988,322 53
Government Contribution....	31,771,419 78
Income from Investments and Fines.....	26,415,056 36
	\$ 217,046,785 55

The surplus built up in previous years has proved very valuable by creating a splendid income from investments which materially adds to the annual revenue.

6. Benefit payments in the year 1954-55 totalled \$257,628,602.12, of which \$232,757,808.10 was expended in regular benefit and \$24,870,794.02 in supplementary benefit. This represents an increase over the previous year of \$70,777,835.79 in total benefit, \$58,137,905.07 being attributable to greater expenditures of regular benefit, and \$12,639,930.72 to increased supplementary benefit payments which, during the past winter, were augmented by the application of higher rates and a greater minimum duration of payments.

7. For the first time since the Unemployment Insurance was initiated during 1941, revenues from all sources were less than the disbursements, the net decrease in the fund by reason of this fact being \$40½ million. In April and May 1954, and December 1954 and again in January, February and March 1955, expenditures exceeded revenue. Indeed it was not until June 1955 that the turn came. In June 1955, the total revenue exceeded the disbursements by some \$5 million.

The reduction in the Unemployment Insurance Fund of \$40½ million is looked upon by the members of your Advisory Committee as serious. If 1954-55 fiscal year, in respect

to employment, becomes the normal pattern, consideration, it is believed, will require to be given to the matter of increasing contribution rates.

If on the other hand it develops that 1954-55 proves to be above the average in respect to unemployment, the loss is not too serious, because the balance in the fund still remains large. The most serious aspect is that the withdrawal of \$40½ million from the fund invested will mean a reduction in revenue next year of \$1,200,000.

8. In summary form the following comparisons as between 1955 and the previous three years will be of interest:

	1955	1954	1953	1952
	(thousands of dollars or units)			
1. Balance at the credit of the Unemployment Insurance Fund (March in each year).....	\$840,692	\$881,274	\$851,585	\$778,199
2. Increase or decrease (—) in balance from previous year of.....	—\$ 40,582	\$ 29,689	\$ 73,386	\$113,619
3. The average investment yield is.....	3.00%	3.02%	2.92%	2.75%
4. Contributions from employers and employees.....	\$156,872	\$157,722	\$153,287	\$151,985
5. Contributions for Armed Service Personnel.....	\$ 1,988	\$ 951	\$ 1,897	\$ 1,903
6. Contributions from the Government.....	\$ 31,771	\$ 31,735	\$ 31,036	\$ 30,815
7. Amount collected in fines.....	\$ 37	\$ 37	\$ 36	\$ 33
8. Interest on Investments.....	\$ 26,378	\$ 26,095	\$ 22,951	\$ 19,047
9. Total Revenue.....	\$217,046	\$216,540	\$209,207	\$203,783
10. Ordinary Benefit Payment.....	\$232,758	\$174,620	\$128,814	\$ 85,560
11. Supplementary Benefits.....	\$ 24,871	\$ 12,233	\$ 7,009	\$ 4,596
12. (a) The month of highest benefit and amount.....	March \$ 45,423	March \$ 31,175	March \$ 23,992	March \$ 16,396
(b) The month of lowest benefit and amount.....	October \$ 11,765	August \$ 6,402	October \$ 5,701	July \$ 3,424
13. The number of initial claims received.....	1,409 claims	1,282 claims	984 claims	881 claims
14. (a) Average number of benefit days paid.....	74 days	59 days	58 days	49 days
(b) Average daily rate of benefit.....	\$ 3.15	\$ 3.12	\$ 2.95	\$ 2.58

9. Specific reasons can be given for the drop in employment during 1954-55, amongst which the following were important:

1. The effect of drop in farmers' income—this was felt very badly in the farm implement factories where the reduction in employment was over 11 per cent.
2. The working force on the railways was reduced by reason of the falling off in the grain movement and the reduction in staff resulting from the change of motive power to diesels.
3. Oil has displaced coal in many industries and coal miners have been out of work.
4. International competition has adversely affected the textile industry and some others.

10. It was indicated to the Committee that, in the opinion of the Economics and Research Branch of the Department of Labour, total employment in the Canadian economy is likely to continue to strengthen over the summer months of 1955 with

further increases in the number of persons with jobs on a year-to-year comparative basis. The expansion of employment between June and September is expected to be somewhat greater than that which occurred in either 1953 or 1954 and more than the usual seasonal improvements during these summer months. On the supply side of the labour market, the labour force may expand at a slightly greater rate than was the case during the past two years. As far as unemployment is concerned, this is likely to mean a further decline between June and September of 1955, as well as a continued year-to-year improvement in the level of employment.

11. Of course the Committee and the Government expected an increase of supplementary benefit payments because amendments to the Act passed early this year provided for increased payments.

It is interesting to know that up to the end of March 1955, the extra revenue derived from the increased contribution rate of 1 cent per day each, by employees and

employers, which was provided for when supplementary benefits were initiated, together with the Government contribution, has more than equalled the total payments of supplementary benefits.

12. The Committee wish to call attention to the fact that the work of the staff of the Commission was increased during 1954-55 by a very big increase in the number given attention. No less than $1\frac{1}{2}$ million individuals made approximately $2\frac{1}{2}$ million claims involving payment of \$257 $\frac{1}{2}$ million in relatively small amounts.

The magnitude of this task can only be understood when consideration is given to the great amount of detailed checking involved in dealing with every claim. The fact that the staff managed this work with a minimum of complaints is very creditable to the members and to the Unemployment Insurance Commission. It is evidence of a good organization and a staff composed of hard-working careful individuals. In the opinion of the Committee it is a creditable record indeed to which attention is called.

The Committee also respectfully call attention to the fact that it is dangerous for staff to work at continuous high pressure for weeks at a time on claims, such as was necessary last winter. There is the fear that they will become so preoccupied with the desire to prevent delays that some essential checking might be overlooked. It is recommended that the Commission be provided with the necessary authority to augment staffs when necessary, especially the inspection staff.

13. A new phase of the Unemployment Insurance starts in October 1955, when the new Act, passed during the 1955 Session of Parliament, comes into force. There are extensive changes, many of which will affect the period during which the benefits will be paid, and the rates have been increased. Generally, it will be easier to qualify for

benefits and the period during which benefits will be payable to most claimants will be longer. Under the Act, it will be possible for an individual to obtain regular benefits for a period of 36 weeks, plus supplementary benefits for 15 weeks. It will, in the opinion of the Committee, be two or three years before the experience under the new Act will be sufficient to report fully on the effect of this Act on the Fund.

14. The Committee approved the recommendations made by the Unemployment Insurance Commission in respect to the following regulations:

(1) *Seasonal Regulations*

- (a) that the industries to which the seasonal regulations would apply in future, would be
 - (1) transportation by water on inland waters.
 - (2) stevedoring at inland ports.
- (b) modification of the test to determine an individual's attachment to seasonal employment.

These modifications were reported to the Committee in a letter dated July 14, 1955, File 1-2-7-1, by the Secretary of the Commission.

(2) *Married Women Regulations*

When the Industrial Relations Committee gave consideration to the Unemployment Insurance Bill, the matter of regulations for married women was studied and the Unemployment Insurance Commission proposes to submit recommended regulations to the Cabinet which will embody the modifications concurred in by the Industrial Relations Committee.

All of which is respectfully submitted.

(Sgd.) A. MACNAMARA,
Chairman.

Monthly Report on Operation of the Unemployment Insurance Act

Initial and renewal claims for benefit in November up by 65,000 from October but down by 28,000 from November of 1954, statistics show*

Claims for unemployment insurance benefit in November were up from October but down from a year ago.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 159,757 initial and renewal claims for unemployment insurance benefit were received in local offices of the Unemployment Insurance Commission during November. This represents a considerable increment (69 per cent)

over the 94,744 claims recorded for October, all provinces contributing to the increase. In relation to one year earlier, however, claims in November show a decline of 28,000, the downward trend being reflected in all provinces except Newfoundland, Saskatchewan, Alberta and British Columbia.

Claimants having an unemployment register in the live file on November 30 numbered 219,786 (162,252 males and 57,534 females), in comparison with 163,100 (109,132 males and 53,968 females) on October 31 and 306,609 (234,791 males and 71,818 females) on November 30, 1954.

*See Tables E-1 to E-4 at back of book.

Adjudicating officers disposed of 133,702 initial and renewal claims during November, entitlement to benefit being granted in 92,644 or 69 per cent of the cases. Decisions in which the claimant was not entitled to benefit numbered 45,763 (this figure includes 4,705 disqualifications arising from revised claims) and of these, 31,871 or 70 per cent were on behalf of claimants unable to fulfil the minimum contribution requirements for establishment of a benefit period. Chief reasons for disqualification were: "voluntarily left employment without just cause" 4,714 cases, and "not capable of and not available for work" 2,490 cases.

New beneficiaries during November totalled 65,061, compared with 54,981 during October and 110,736 during November 1954.

The amount of \$8,661,628 was paid during November in respect of 514,456 weeks of unemployment under the new Act and 14,982 days under the old Act. Comparable figures for October were: \$7,535,340 paid in respect of 280,834 weeks under the new Act and 944,389 days under the old. For November 1954, benefit payments amounted to \$14,020,255 in compensation for 4,512,055 days.

An estimated 118 thousand beneficiaries received weekly benefit payments during November, as against 111.1 thousand for October. During the week November 27-December 3, 1954, the number of beneficiaries was estimated at 207.2 thousand.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for November show that insurance books or contribution cards were issued to 4,302,591

employees who have made contributions to the Unemployment Insurance Fund since April 1, 1955.

As at November 30, employers registered numbered 278,494, an increase of 1,560 during the month.

Enforcement Statistics

During November, 3,489 investigations were conducted by district investigators across Canada. Of these, 2,609 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 880 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 81 cases,† two against employers and 79 against claimants. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 398.†

Unemployment Insurance Fund

Revenue received in November totalled \$20,561,805.96, compared with \$19,510,751.10 in October and \$18,864,991.92 in November 1954. Benefit payments in November amounted to \$8,642,656.05, compared with \$7,514,532.87 in October and \$14,002,412.89 in November 1954. The balance in the fund at November 30 was \$882,161,407.84. At October 31, there was a balance of \$870,242,257.93 and at November 30, 1954, of \$897,469,425.96.

†These do not necessarily relate to the investigations conducted during the month.

Decision of the Umpire under the Unemployment Insurance Act

Decision CU-B 1201, December 14, 1955

This is a test case which applies to nine other claimants.

Summary of the Facts: The claimant filed an application for benefit on April 29, 1955, and stated that he had last worked as a linotypist for *l'Imprimerie Populaire Limitée, Montreal, Que.*, and that he had lost his employment on April 21, 1955, for the following reason: "Shortage of work—lockout."

According to the submissions, *l'Imprimerie Populaire Limitée* operates two different businesses on the same premises. One, *Le Devoir*, deals with the publication of the newspaper of the same name, and the other, *le Département Commercial*, is a printing business. Each of these businesses has its own personnel and its own collective agreement with the Jacques Cartier Union No. 145.

In November 1953, a labour dispute occurred between *l'Imprimerie Populaire*

Limitée, section *Le Devoir*, and the union, which was asking for better working conditions. The parties eventually reached an agreement on all the questions under dispute, except the question of wages, which was brought before an Arbitration Board. On April 5, 1955, the Arbitration Board rendered a majority decision and on the 15th of the same month, the union advised the employer that its members had adopted a resolution "that the majority report of the Arbitration Board be rejected in full". Five days later, on April 20, the typographers in the composition room of *Le Devoir*, 25 in all, were advised, when they reported for work at six o'clock p.m., that they had been replaced by new employees.

The following morning, a picket line was set up and at about noon the whole staff of the commercial department, *viz.*, the claimant and nine other typographers, left their work.

On the facts before him, the insurance officer, on May 11, 1955, disqualified the claimant from receipt of benefit as from April 29, 1955, because, in his opinion, by withdrawing their labour on April 21, the claimant and his co-workers had created a stoppage of work within the meaning of Section 41 of the Act; moreover, the claimant had failed to establish that he could satisfy the six conditions stipulated in paragraph 2 of that Section.

From the decision of the insurance officer, the claimant appealed on May 30, 1955, to a court of referees, which sat in Montreal on June 23, 1955.

After having heard the claimant, his solicitor, Mr. Georges Lachance, Mr. André Lévêque, representing the Jacques Cartier typographic union, and Mr. Gérard Filion, managing director of *l'Imprimerie Populaire Limitée*, the court of referees unanimously found that the claimant and his nine co-workers of the commercial department had voluntarily left their employment on April 21, around noon, "on account of the confusion which prevailed in the workshop caused by the new typographers who were not acquainted with the routine of *l'Imprimerie Populaire Limitée*". Consequently, the court rescinded the decision of the insurance officer under Section 41 of the Act and disqualified the claimant from receipt of benefit for a period of six weeks as from April 22, pursuant to Section 43(1) of the Act. From this decision, the chief claims officer, on July 12, 1955, appealed to the Umpire.

At the union's request, a hearing was granted, which was held in Montreal on October 20, 1955. The court heard the claimant, Mr. Georges Lachance, Mr.

Lefebvre, superintendent of *l'Imprimerie Populaire Limitée*, and Mr. J. D. Durocher of the Unemployment Insurance Commission.

Conclusions: It is a principle of jurisprudence in cases of labour disputes that withdrawal of labour is a concerted action on the part of employees raises a presumption that a labour dispute exists.

It is also an established principle that a sympathetic strike by employees of one employer on behalf of employees of another employer is in itself a labour dispute, even if the participants in the second dispute are not directly interested in the conditions or the result of the original dispute.

Moreover, picketing can be held only as a positive act of participation in a dispute even if the individual acting as a picket is not originally involved in the dispute.

In this case, the evidence indicates that the claimant and his co-workers of the commercial department left their work in concert on April 21; that a labour dispute between their union and the newspaper *Le Devoir* had already been in existence for a long time; that this labour dispute had culminated a few hours before in the dismissal of some 25 of their union brothers; and that, immediately following their withdrawal from work, the claimant and his co-workers joined the picket line.

If these facts are taken into consideration, as well as the declaration of the claimant and his co-workers in their application for benefit that the reason for their separation from work was a shortage of work due to a lockout, it is difficult to conclude, as the court did, that the motive for their action on April 21 was the alleged confusion which prevailed in the workshop and which was caused by the presence of new employees of *Le Devoir* who did not know the routine of the shop.

The chief claims officer has rightly pointed out in his submission "that, if it were not their intention to side with the employees of the newspaper *Le Devoir* who had been dismissed or replaced, the employees of the commercial department (or at least a few of them) would no doubt have exhausted all means to have their grievances remedied before leaving their work. They would have complained to their employer that their work was handicapped by repeated requests for information, etc., from the new employees. The union would certainly have looked into the case."

In my opinion, the voluntary withdrawal from work by the claimant and his co-workers can be reasonably interpreted but

(Continued on page 214)

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during December Works of Construction, Remodelling, Repair or Demolition

During December the Department of Labour prepared 115 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 113 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in December for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Agriculture	1	\$ 37,147.12
Defence Construction (1951) Limited.....	2	7,775.46
Post Office	10	79,943.56
R.C.M.P.	4	175,069.72

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Wage Claims Received and Payments Made during December

During December the sum of \$1,722.53 was collected from nine employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 109 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during December

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

The Pas Man: J S Quinn Construction Co Ltd, construction of pumping station, Pasquia area, Saskatchewan River Reclamation project. *Near Elbow Sask:* J Coran Construction, construction of tunnels under CPR, Buffalo Pound Lake project. *Near Brooks Alta:* W C Wells Construction Co Ltd, construction of Rock Lake dam.

Central Mortgage and Housing Corporation

Camp Gagetown N B: Brookfield Construction Co Ltd, construction of housing units & sewer & water connections. *Moncton N B:* City of Moncton, installation of ground services; Dobson Construction Co, construction of housing units, walks & drives.

Defence Construction (1951) Limited

Halifax N S: Standard Construction Co Ltd, construction of two chapels, Shannon Park; Foundation Maritime Ltd, construction of telephone exchange bldg. *Valcartier Que:* J O Lambert Inc, construction of two classification ranges (B & D); C Jobin Ltd, construction of detention barracks & outside services. *Angus Ont:* Harold Martin Construction Ltd, widening of fire-break in explosive storage area. *Barriefield Ont:* Schwenger Construction Ltd, construction of booster water pumping station. *Centralia Ont:* Johnson Bros Co Ltd, construction, reconstruction & repair of roads, walks, parking areas, runways, taxiways & aprons. *London Ont:* Ellis-Don Ltd, construction of various bldgs & extension of utilities. *Petawawa Ont:* M Sullivan & Son Ltd, construction of various bldgs & outside services. *Winnipeg Man:* Claydon Co Ltd, rehabilitation of underground steam distribution system; Malcom Construction Co Ltd, construction of junior ranks club. *Calgary Alta:* Horton Steel Works Ltd, erection of steel storage tank, Sarcee Camp. *Cold Lake Alta:* Poole Construction Co Ltd, construction of rifle range. *Edmonton Alta:* Mannix-O'Sullivan Paving Co Ltd, construction of roads (base preparation) & curbs. *Namoo Alta:* Shore & Horwitz Construction Co Ltd, construction of fitments for hangar & workshops; Fort Construction Co Ltd, supply & erection of perimeter fencing. *Penhold Alta:* Assiniboia Construction Co Ltd, rehabilitation of underground steam distribution system. *Comox B C:* Terminal Construction Co Ltd, grading, seeding & shaping of road ditches. *Esquimalt B C:* J A Pollard Construction, erection of prefabricated bldgs.

Building and Maintenance

Summerside PEI: M F Schurman Co Ltd, construction of fire hall extension & repairs to existing fire hall, RCAF Station. *Montreal Que:* Allied Building Services Ltd, cleaning, repointing, repairing & waterproofing of exterior masonry & brickwork, 772 Sherbrooke St W; Lewis Bros Asphalt Paving Ltd, construction of parking lot & fencing, 350 Chabanel St; Andex Ltd, construction of mezzanine floor, 175 Craig St E. *Three Rivers Que:* Colt Contracting Co Ltd, cleaning, repointing, repairing & waterproofing of exterior masonry & brickwork, Armoury. *Valcartier Que:* Lafayette Construction Co, construction of loading dock & ramp at bldgs 6 & 7. *Winnipeg Man:* Peter Leitch Construction Ltd, supply & installation of coal conveyor system & track hopper, RCAF Station. *Calgary Alta:* W F Hopps, exterior painting of PMQs, Currie Barracks. *Lethbridge Alta:* Byers Construction Co Ltd, repairing & reinforcing of hangar & trusses.

Department of Defence Production

(November Report)

Cornwallis N S: Rodney Contractors Ltd, construction of bldg & installation of emergency power plant, RCN hospital, HMCS "Cornwallis". *Greenwood N S:* Geo H Hamilton & Son, re-roofing of bldgs #15 & 34, RCAF Station. *Halifax N S:* Halifax Painters & Decorators Ltd, interior painting of basement and sub-basement, bldg S37, HMCS "Stadacona"; Henry's Heating & Sheet Metal Shop, installation of ventilation &

exhaust system, bldg D-40, HMC Dockyard; Robb Engineering Works Ltd, erection of steel storage tank, HMC Dockyard; Chas W Marriott, snow clearing, spreading of sand on walks & parking areas. *Windsor N S*: Murray & Falconer Ltd, landscaping & fencing, Armouries. *Chatham N B*: Wm J Whitty, interior painting of PMQs, RCAF Station; Forrest Construction Co Ltd, replacement of PMQ porches, RCAF Station. *Newcastle N B*: Maritime Waterproofing & Contracting Co Ltd, re-roofing & repairing of Armoury. *Bagotville Que*: Jobbing Construction Co Ltd, alteration to control tower, RCAF Station. *Montreal Que*: Dulude Transport Ltd, removal of snow, \$25 COD. *Quebec Que*: Napoleon Giroux Enrg, cleaning, removal of snow & maintenance of paved areas, \$5 Works Coy, St Louis Barracks. *St Hubert Que*: Canadian Comstock Co Ltd, installation of power supply system, RCAF Station. *St Johns Que*: Bell, Rinfret & Co Ltd, installation of stainless steel shelving, RCAF Station. *Camp Borden Ont*: York Heating & Air Conditioning Co Ltd, installation of ventilating system, RCAF Station. *Clinton Ont*: Consolidated Painting & Decorating Co, exterior & interior painting of bldgs #75 & 76, RCAF Station. *Hagersville Ont*: Tarry Construction Co, installation of water supply system & new hydrants. *Hamilton Ont*: Griffith & Crane Ltd, paving of roads, HMCS "Star"; Ontario Department of Highways, relaying of water supply pipe line serving RCAF Station. *Kitchener Ont*: Tarry Construction Co, repairs to Knollwood Park Armoury. *Orleans Ont*: Wm D'Aoust Construction Ltd, construction of stores bldg, Wireless Station. *Trenton Ont*: P H Davis, renovation of airmens' washroom, RCAF Station; Richards-Wilcox Canadian Co Ltd, repairs to hangars, RCAF Station. *Calgary Alta*: Pioneer Paving Ltd, hard-surfacing of parking lot, Currie Barracks. *Clareholm Alta*: Les Cookshaw, painting of hangars & bldg #1, RCAF Station. *Lethbridge Alta*: General Construction Co (Alberta) Ltd, re-topping of parade square, RCE Armoury. *Wainwright Alta*: Dales Bros Ltd, loading, hauling & spreading of crushed gravel; Dales Bros Ltd, crushing & stockpiling of gravel, DND gravel pit. *Esquimalt B C*: Parker, Johnston Ltd, alterations to bldg #77, HMC Dockyard; W H Johnston, interior painting of bldg #89, HMCS "Naden". *Prince George B C*: Neville's Painting & Decorating Ltd, interior painting of Armouries; Builders Construction Co, alteration to Armoury. *Vedder Crossing B C*: O'Neill Co Ltd, alteration to kitchen & mess, Camp Chilliwack.

National Harbours Board

Halifax Harbour N S: Canadian Comstock Co Ltd, rewiring of cold storage warehouse, Ocean Terminals. *Montreal Harbour Que*: Driscoll Ltd, conversion of fire protection system, sheds 2-10, from nitrogen gas to electromatic control system; Driscoll Ltd, installation of fire protection system, sheds 16-19 & sheds 25, 26 & 27.

Department of Public Works

Port aux Basques Nfld: Tidewater Construction Co Ltd, harbour improvements. *Chester N S*: Seaboard Construction Ltd, wharf reconstruction & dredging. *Halifax N S*: Foundation Maritime Ltd, alterations to pilot plant, NRC bldg; L G & M H Smith Ltd, repairs to Queen's wharf. *Stoney Island N S*: Mosher & Rawding Ltd, breakwater reconstruction & dredging. *Shippigan N B*: Diamond Construction (1955) Ltd, construction of wharf. *Dolbeau Que*: Louis Dallaire, construction of federal bldg. *Drummondville Que*: Benjamin Robidas Ltd, construction of federal bldg. *Mont-Louis Que*: Chas Verreault, repairs to causeway approach. *Montreal Que*: J Roland Robillard, additions & alterations to Verdun postal station. *St Jean Que*: Lemieux & Frere Inc, construction of public bldg. *Ottawa Ont*: M J Sulpher & Sons Ltd, additions & alterations to laboratory bldg M-20 & construction of physics laboratory; A Lanctot Construction Co Ltd, construction of plant growth & cold storage rooms under rose house, Central Experimental Farm. *Puce Ont*: W S Fullerton Construction Co Ltd, construction of training wall. *Thorold Ont*: Gardner Construction Co Ltd, addition & alterations to public bldg. *Miller's Rapids Man*: S Flostrand, wharf construction. *Winnipeg Man*: Malcom Construction Co Ltd, construction of growth chambers bldg. *Regina Sask*: Bird Construction Co Ltd, construction of feed & implement storage bldg. *Saskatoon Sask*: Shannon Bros, alterations to old post office bldg. *Jasper Alta*: Crawley & Mohr Ltd, addition & alterations to public bldg. *Chemainus B C*: Pacific Pile Driving Co Ltd, float renewal. *Evans Bay B C*: F Gagne & Son, removal of approach & construction of trestle approach, gangway, etc. *Horseshoe Bay B C*: Vancouver Pile Driving & Contracting Ltd, wharf & float repairs. *New Westminster B C*: Fraser River Pile Driving Co Ltd, repairs to protection pier. *Qualicum Beach B C*: Rayner & Branch Ltd, improvements (enlargement of boat basin & entrance channel, etc). *Sardis B C*: R A Adair Construction Ltd, alterations & rewiring, Coqualeetza Indian Hospital.

St. Lawrence Seaway Authority

Lachine Que: Neyrpic Canada Ltd, construction & verification of hydraulic models of Montreal Harbour & Lachine Rapids; McNamara Construction Co Ltd, construction of St. Lambert lock & approaches. *Near Port Weller Ont:* McNamara Construction Co Ltd, enlargement of channel, lock 1 to lock 2, Welland Ship Canal. *Near St Catharines Ont:* Swansea Construction Co Ltd, enlargement of channel, lock 2 to lock 3, Welland Ship Canal; Aiken & MacLachlan Ltd, enlargement of channel, lock 3 to lock 4, Welland Ship Canal.

Department of Transport

Lunenburg N S: Lunenburg Foundry & Machinery Ltd, *construction of pilot vessel. *Dorval Que:* The Tower Co Ltd, construction of customs examining warehouse. *Lauzon Que:* Geo T Davie & Sons Ltd, *conversion & refitting of SS "Scotia II". *Mont Joli Que:* Adrien Berube, construction of dwellings & related work. *Seven Islands Que:* Williams Construction Co Ltd, construction of extension to equipment bldg. *Amherstburg Ont:* Ruliff Grass Construction Co Ltd, construction of buoy depot bldg. *Near Port Weller & Thorold Ont:* Kellar's Steeplejacks, painting of structural steel & metal work in interior of lock gates, Welland Ship Canal. *Thorold Ont:* R E Law Crushed Stone Ltd, asphalt paving at locks 5 & 6, Welland Ship Canal. *Comox B C:* A & B Construction Co Ltd, construction of terminal bldg. *Hay River NWT:* Yukon Construction Co Ltd, construction of equipment garage. *Haines Jct & Whitehorse YT:* Yukon Construction Co Ltd, construction of dwellings & garage at Haines, & moving & resiting of bldg from Lake Laberge to Whitehorse.

Recent Regulations

(Continued from page 196)

heating boilers with a heating surface not exceeding 30 square feet, to vessels other than steam or hot water boilers which contain a gas or liquid under a pressure not exceeding 15 pounds p.s.i., or to vessels other than steam or hot water boilers containing a gas or liquid and whose capacity does not exceed 1.5 cubic feet irrespective of pressure.

Much the same provision is made for inspection of boilers and installations as before. Inspections are made during and after fabrication, after installations are completed and annually thereafter and when pressure vessels change hands. As previously, an 'A', 'B', 'C' or 'D' Certificate will be issued, depending upon the type of inspection.

The 'A' Certificate is issued for vessels subject to individual inspections and no vessel of this type may be installed without it. The Chief Inspector may also from time to time call for an inspection of a sample of pressure vessels and accessories that do not have to be inspected individually. The provision regarding accessories did not appear in the earlier regulations.

The 'B' Certificate is issued for pressure vessels installed in public buildings and industrial establishments. Plans and specifications for the installation of any vessel and pressure piping must be submitted in

triplicate to the Chief Inspector for registration. If the installation has been carried out according to those plans and specifications and if satisfactory, a 'B' Certificate will be issued after inspection of the completed installation.

These installations in public buildings and industrial establishments are to be inspected annually. The annual inspection will be internal as well as external, and if circumstances warrant it, a 'C' Certificate will be issued.

Whoever disposes of a pressure vessel must notify the Chief Inspector, giving the name and address of the person to whom it will be delivered. The pressure vessel must not be put back into operation until it has been examined by an inspector attached to the Inspection Service of Pressure Vessels of the Provincial Government. After a satisfactory inspection, the inspector will issue a 'D' Certificate.

Other inspections are made from time to time. Whenever a portable boiler is moved or used at a different job, the owner or user must give the Chief Inspector written notice of the new location. Repairs by welding must also be approved by the Chief Inspector and supervised by an inspector.

Strikes and Lockouts

Canada, December 1955*

Fewer work stoppages arose out of industrial disputes during 1955 than in any year since 1949.

Preliminary figures for 1955 show 148 stoppages in existence compared with 174 in 1954. A slight decrease occurred in the number of workers involved, declining from 62,250 in 1954 to 57,402 in 1955. However, the time lost was up from 1,475,200 days in 1954 to 1,865,618 days in 1955, an increase of more than 25 per cent. In the last three years about 70 per cent of the total idleness occurred in the last four months of each year.

In 1955, four disputes caused 75 per cent of the total idleness. These involved: motor vehicle factory and parts depot workers at Windsor, Oakville and Etobicoke, Ont., which began in October 1954 and was concluded at the end of January 1955; aircraft factory workers at Downsview, Ont.; wire and cable factory workers at Toronto, Ont.; and motor vehicle and parts, diesel locomotive, stove refrigerator and air conditioning factory workers at London, Oshawa, St. Catharines, Toronto and Windsor, Ont., which alone was responsible for more than half the total loss for the year.

The issue of increased wages and related benefits was a factor in one-half the stoppages in 1955, involving 72 per cent of the workers and causing 95 per cent of the idleness. Of the other disputes, 21 arose over conditions of work; 20 over union questions; 19 over employment, dismissals, suspensions and layoffs; 10 over reduced wages; two over reduced hours; and two were sympathy stoppages.

In December 1955, preliminary figures show 15 strikes and lockouts in existence, involving 17,720 workers, with a time loss of 340,410 man-working days, compared with 24 strikes and lockouts in November 1955, with 21,296 workers involved and a loss of 379,200 days. In December 1954 there were 17 strikes and lockouts, 12,174 workers involved and a loss of 240,861 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in December 1955 was 0.41 per cent of the estimated working time; November 1955, 0.45 per cent; December

1954, 0.29 per cent; the year 1955, 0.19 per cent; and the year 1954, 0.15 per cent.

In December 1955, three stoppages were responsible for more than 93 per cent of the total idleness. These involved: motor vehicle and parts, diesel locomotive, stove, refrigerator and air conditioning factory workers at London, Oshawa, St. Catharines, Toronto and Windsor, Ont.; wire and cable factory workers at Toronto, Ont.; and sugar refinery workers at Saint John, N.B.

Of the 15 strikes and lockouts in existence in December 1955, one was settled in favour of the workers, one in favour of the employer, four were compromise settlements, and one was indefinite in result, work being resumed pending final settlement. At the end of the year eight disputes were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, Que., on February 23, 1954; radio parts factory workers at Toronto, Ont., on November 1, 1954; lumber mill workers at Saint John, N.B., on May 26, 1955; and newspaper printing plant workers at Montreal, Que., on April 20, 1955.)

Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in October 1955 was 268 and 23 were still in progress from the previous month, making a total of 291 during the month. In all stoppages of

*See Tables G-1 and G-2 at back of book.

work in progress, 68,200 workers were involved and a time loss of 186,000 days caused.

Of the 268 disputes leading to stoppages of work that began in October, 34, directly involving 10,100 workers, arose over demands for advances in wages, and 99, directly involving 10,800 workers, over other wage questions; eight, directly involving

1,300 workers, over questions as to working hours; 32, directly involving 17,900 workers, over questions respecting the employment of particular classes or persons; 94, directly involving 12,000 workers, over other questions respecting working arrangements; and one, directly involving 300 workers, was in support of workers involved in another dispute.

Prices and the Cost of Living*

Consumer Price Index, January 3, 1956

Canada's consumer price index remained practically unchanged between December 1 and January 3, moving from 116.9 to 116.8 (1949=100). This was the fifth successive month in which the total index has shown almost no movement. On January 3, 1955, the index stood at 116.4.

Current decreases in the food and household operation indexes were sufficient to more than offset upward movements in the shelter, clothing and other commodities and services indexes.

The food index declined 0.8 per cent to 111.5 from 112.4 a month earlier as lower prices were reported for eggs, fresh and cured pork, and chocolate bars. Prices of other food items showed little change.

The shelter component advanced to 131.3 from 131.0, due to a small increase in rents and a slightly greater increase in the home-ownership component.

The clothing index moved up to 108.6 from 108.5, largely as a result of higher prices for men's hats and fractional increases in men's sweaters and shoes.

A small drop in the household operation index to 116.5 from 116.6 resulted from lower prices for electrical appliances, domestic gas and electricity, which more than counterbalanced small increases in furniture, coal and cleaning supplies. The price of household help was up in some cities.

The other commodities and services index moved up to 119.0 from 118.3 as increased prices for local transportation, prescriptions and toilet soap outweighed scattered minor decreases.

Group indexes one year earlier (January 3, 1955) were: food 112.1, shelter 128.4, clothing 108.1, household operation 117.1, and other commodities and services 118.2.

City Consumer Price Indexes, December 1955

Consumer price indexes for seven regional cities registered changes of 0.1 per cent or less between November 1 and December 1, 1955.

The index for Halifax decreased 0.2 per cent, for Montreal 0.3 per cent. The Vancouver index showed a substantial advance of 1.4 per cent, mainly as a result of price increases associated with an unusually severe cold spell on the west coast.

Food indexes were lower in eight of the ten cities and only slightly higher in Saint John. An increase of 1.2 points in the Vancouver food index resulted largely from higher prices for all fresh vegetables. The freezing temperatures of mid-November were an important factor.

Shelter indexes showed little movement between November 1 and December 1, with seven city indexes unchanged and three recording slight increases.

Clothing indexes were up in all cities except Halifax, largely because of higher prices for women's fur coats.

Household operation indexes were up slightly in most cities. A substantial increase in the Vancouver index resulted from higher prices for wood and sawdust, particularly the latter fuel, which was in short supply.

Other commodities and services indexes were unchanged in seven cities and up in three cities. Increased local transportation costs in Saskatoon were responsible for most of the upward movement in the Saskatoon index.

Regional consumer price index point changes between November 1 and December 1 were as follows: Vancouver +1.7 to 120.3; Saint John +0.1 to 117.7; Ottawa +0.1 to 117.8; Saskatoon-Regina +0.1 to 115.7; Montreal -0.4 to 116.7; Halifax -0.2 to 114.7; St. John's -0.1 to 104.5†; Toronto -0.1 to 118.9. Winnipeg and Edmonton-Calgary remained unchanged at 116.9 and 115.1 respectively.

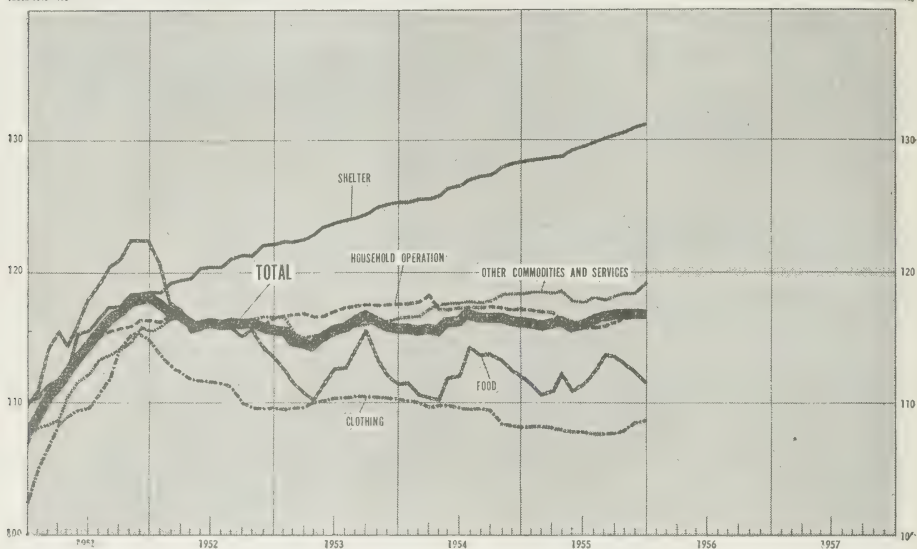
*See Tables F-1 and F-2 at back of book.

†On base June 1951=100.

CONSUMER PRICE INDEX FROM JANUARY 1951

Index 1949=100

Index 1949=100



Wholesale Prices, December 1955

Canada's general wholesale price index advanced 0.3 per cent in December to 221.4 from 220.7 in the preceding month and was 2.8 per cent above 1954's December figure of 215.4 (1935-39=100). Seven of the eight major component groups contributed to the advance.

The vegetable products group rose 0.7 per cent to 192.9 from 191.6. Iron and its products as a group advanced 0.7 per cent to 229.3 in response to higher prices for iron and steel scrap. Increases in cotton fabrics, imported and domestic raw wool, cotton knit goods, worsted and wool cloth, and some fibre products outweighed a decrease in raw cotton and moved fibres, textiles and textile products up 0.3 per cent to 226.8. Wood, wood products and paper rose 0.2 per cent to 303.7 as increases in British Columbia fir and newsprint overbalanced decreases in woodpulp and cedar lumber and shingles. In non-metallic minerals, increases in imported coal and sulphur combined with a seasonal increase in sand and gravel at Winnipeg moved the index up 0.2 per cent to 176.8. Chemicals and allied products rose 0.1 per cent to 178.1, when increases in explosives and paint materials proved more important than decreases in drugs and pharmaceuticals and inorganic chemicals. Increases in tin, solder and lead outweighed decreases in silver and antimony and put non-ferrous metals up slightly to 200.6.

Animal products, the only group to register a decline, fell 0.2 per cent to 220.8.

Canadian farm products at terminal markets were fractionally higher in December as increases in the field products group were only partially offset by net losses in animal products. The composite index advanced to 197.1 from 196.9. Field products rose to 155.2 from 153.2 while animal products fell to 239.0 from 240.5. Within field products, prices were higher for rye, potatoes, western flax and eastern wheat, hay, raw leaf tobacco, corn and barley. In animal products prices were stronger for calves, raw wool, lambs, eastern cheesemilk and western eggs. On the other hand, declines occurred for steers and hogs, and eggs on eastern markets.

Residential building material prices rose 0.3 per cent to 287.5 from 286.7. Price increases were registered for fir and millwork items in the lumber component in addition to shellac and sand. Over the past 12 months an increase in residential building materials of 3.1 per cent has taken place, due mainly to advances in electrical equipment and fixtures, plumbing and heating, paint and glass and lumber.

The non-residential building material prices index (1949=100) was unchanged in December at 126.0. Scattered minor price changes were noted, including a decrease in plumbing and increases in lumber items and sand. When compared with a year ago, prices have moved up 3.8 per cent.

U.S. Consumer Price Index, December 1955

The United States consumer price index (1947-49=100) fell 0.3 per cent between mid-November and mid-December, the Bureau of Labor Statistics, U.S. Department of Labor, reports. It was the first decline since August.

The mid-December index was 114.7, which was 0.3 per cent higher than in December 1954; the mid-November index was 115.0.

U.K. Index of Retail Prices, October 1955

The United Kingdom index of retail prices (Jan. 1952=100), compiled by the Ministry of Labour, rose from 113.2 to 114.4 between mid-September and mid-October 1955 to bring the index to its highest point of the year. At mid-January 1955 it stood at 110.2 and the average reading for the year 1954 was 107.7.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 90.

Accident Prevention

1. HOUSE, HOWARD P. *Noise in Industry*. Paper presented at 41st Annual Meeting of International Association of Industrial Accident Boards and Commissions, Chicago, Ill., September 28, 1955. Washington, International Association of Industrial Accident Boards and Commissions, 1955. Pp. 7.

2. INTERNATIONAL ASSOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS. *Papers presented by the Panel on Atomic Energy at the 41st Annual Meeting, Chicago, Ill., September 29, 1955*. Washington, 1955. 7 Parts.

3. NEW YORK UNIVERSITY. DIVISION OF GENERAL EDUCATION. CENTER FOR SAFETY EDUCATION. *The Human Element in Industrial Accident Prevention*, by John C. Larson, research associate, with Robert Hagopian and others. New York, 1955. Pp. 114.

"This publication is an attempt to report, analyze, and interpret an extensive accumulation of...research on the relationship of human factors to the causes of industrial accidents."

4. WORLD CONGRESS ON THE PREVENTION OF OCCUPATIONAL ACCIDENTS. 1st, ROME, 1955. *Reports*. Rome, 1955. 9 Parts.

At head of title: Proof sheet. Congress sponsored by International Labour Office and the Italian National Organization for the Prevention of Accidents. Contents.—No. 1. Role and Functioning of Safety Committees. 1a. The Safety Committees, by Y. Verwilt; Safety Councillors, by F. Merex. 1b. Safety Committees and Safety Counselors, by Edmond Perrin.—No. 2. Prevention of Accidents in Agriculture, by Gotardo C. Pedemonte.—No. 3. Safety of Machinery and Role of Machinery Designers, by D. Kremer.—No. 4. Functional Color for Better Work Production and Safety, by Faber Birren.—No. 5. Human Factors and Safety. 5a. Vocational Selection and Guidance, by Agostino Gemelli. 5b. Education and Training for Industrial Safety, by H. R. Payne.—No. 6. The Prevention of Occupational Accidents and Social Security, by Aime Texier.—No. 7. International Co-operation in the Field of Occupational Safety, by Edward Pelow.

Accidents

5. INDUSTRIAL ACCIDENT PREVENTION ASSOCIATIONS. *Report of the 1955 Conference and Annual Meeting held in Toronto, 4th and 5th April, 1955*. Toronto, 1955. Pp. 161.

6. NEW ZEALAND. CENSUS AND STATISTICS DEPARTMENT. *Report on the Industrial Accidents Statistics of New Zealand for the Year 1953*. Wellington, Government Printer, 1955. Pp. 55.

7. PORTEUS, T. *The Causes of Everyday Accidents in Factories*, by T. Porteus and H. G. Winbolt. 6th ed. [London] Gt. Brit. Ministry of Labour and National Service, 1954. Pp. 31.

Building

8. CANADIAN CONSTRUCTION ASSOCIATION. *Proceedings of the 37th Annual General Meeting, Chateau Frontenac, Quebec City, Quebec, January 16, 17, 18, 19, 1955.* Ottawa, 1955. Pp. 104.

9. CENTRAL MORTGAGE AND HOUSING CORPORATION. *Building Standards, excluding Apartment Buildings; Minimum Requirements for Planning, Construction, and Materials for Buildings upon which Loans are made under the National Housing Act, 1954.* May, 1955 ed. Ottawa, 1955. Pp. 116.

Civil Service

10. CIVIL SERVICE ASSOCIATION OF OTTAWA. *Annual Report, 1954.* Ottawa, 1954. Pp. 21.

11. INTERNATIONAL FEDERATION OF UNIONS OF EMPLOYEES IN PUBLIC AND CIVIL SERVICES. *Report of the Special Conference for Health Service Personnel held at Vienna on 27th and 28th October, 1954.* Vienna, 1954. Pp. 16.

Collective Agreements—Automobile Workers

12. FORD MOTOR COMPANY. *Agreement between International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO) and the Ford Motor Company. June 8, 1955 (Notice of Ratification given July 1, 1955).* Detroit, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, 1955. Pp. 228.

13. NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA. *An Analysis of the Ford Type Plan for Supplemental Unemployment Compensation.* New York, 1955. Pp. 31.

The Ford-type plan provides layoff pay to supplement state unemployment payments. This pamphlet explains how the plan works and criticizes the present setup of the plan. It points out, among other things, that in certain states a single man might get more money from the plan than a married man with a family.

Cost and Standard of Living

14. EATON, EDGAR I. *The Effect of Changes in Working Life on Expenditure Patterns.* A Paper given at the Seventh Annual Meeting of the Industrial Relations Research Association, Detroit, December 1954. Washington, U.S. Bureau of Labor Statistics, 1954. Pp. 11.

15. NEW YORK (STATE) DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Cost of Living for Women Workers, New York City, September 1954.* New York, 1955. Pp. 37.

Discrimination in Employment

16. FAIR PRACTICES CONFERENCE. 4th, St. CATHARINES, ONT., 1955. *Summary of Proceedings, Fourth Annual Fair Practices Conference of the Ontario Federation of Labour.* Toronto, Ontario Federation of Labour, 1955. Pp. 5.

17. MASSACHUSETTS. FAIR EMPLOYMENT PRACTICE COMMISSION. *Scrapbook for Teachers*, by Fair Employment Practice Commission in Co-operation with the Massachusetts Committee, Catholics, Protestants and Jews. 3d ed. Boston, 1950. Pp. 96.

This is an anthology of magazine articles and excerpts from books, and other material on the subject of discrimination because of race or creed.

Equal Pay for Equal Work

18. U.S. WOMEN'S BUREAU. *Digest of State Equal-Pay Laws, June 1, 1955.* Washington, 1955. Pp. 20.

19. U.S. WOMEN'S BUREAU. *Suggested Language for an Act to abolish Discriminatory Wage Rates based on Sex.* Washington, 1952. Pp. 3.

Industrial Disputes

20. AUSTRALIA. CHIEF CONCILIATION COMMISSIONER. *Annual Report pursuant to Section 108 of the Conciliation and Arbitration Act 1904-1952, 8th October, 1953 to 7th October, 1954.* Canberra, Government Printing Office, 1955. Pp. 3.

21. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Emergency Disputes and National Policy.* Editorial board: Irving Bernstein, Harold L. Enarson and R. W. Fleming. New York, Harper, c1955. Pp. 271. Appendix A: The operation of the national emergency provisions (of the Labor Management Relations Act, 1947), 1947-1954. p. 261-268.

"The strike is the most dramatic form that labor-management relations take. A nation wide and industry-wide stoppage in a basic industry may... shut off goods or services vital to the health and safety of millions of people. This, in essence, is the national emergency dispute issue." *Of* Introduction, first paragraph.

Industrial Health

22. AMERICAN STANDARDS ASSOCIATION. *American Standard Minimum Requirements for Sanitation in Places of Employment.* New York, 1955. Pp. 11.

23. DAVIES, CHARLES NORMAN. *Dust is Dangerous*; with a foreword by Sir George Barnett. London, Faber and Faber, 1954. Pp. 116.

This book "seeks...to explain and classify the dangers of dust, and to set out general principles for assessing and dealing with dust problems".

Insurance, Unemployment

24. CANADA. BUREAU OF STATISTICS. *Employment under the Unemployment Insurance Act, Year ended March 31, 1952*. Ottawa, Queen's Printer, 1955. Pp. 19.

25. PENNSYLVANIA. BUREAU OF EMPLOYMENT SECURITY. *Unemployment Contributions and Benefits according to Industry, 1953*. Harrisburg, 1955. Pp. 6.

International Labour Organization

26. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *International Labour Conference. Proposed Action by H.M. Government in the United Kingdom of Great Britain and Northern Ireland on Certain Recommendations adopted at the 36th Session, 1953, and on Certain Conventions Previously adopted by the Conference*. London, H.M.S.O., 1955. Pp. 5.

27. INTERNATIONAL LABOUR ORGANIZATION. *Constitution of the International Labour Organization and Standing Orders of the International Labour Conference*. 1955 ed. ... Geneva, International Labour Office, 1955. Pp. 81.

Labour Bureaus

28. BRITISH COLUMBIA. DEPARTMENT OF LABOUR. *Annual Report for the Year ended December 31st, 1954*. Victoria, Queen's Printer, 1955. Pp. 157.

29. NEWFOUNDLAND. DEPARTMENT OF LABOUR. *Annual Report, 1 October 1953-30 September 1954*. St. John's, 1955? Pp. 33.

Labour Organization

30. CONFÉDÉRATION DES TRAVAILLEURS CATHOLIQUES DU CANADA. *Procès-Verbal, 34^e Session du Congrès de la C.T.C.C., Quebec, Que., 1955*. Quebec. Pp. 328.

31. INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA. LOCAL 987, CALGARY. *Struggles and Progress of Teamsters Local 987, Calgary, Alberta*. Calgary, 1955. Pp. 54.

Traces the active growth of Local 987 from 1941 to its position as third largest local in Southern Alberta in 1955. Each chapter covers one year of the Local's activities since 1941.

32. KENNEDY, VAN DUSEN. *Non-factory Unionism and Labour Relations*. Berkeley, Institute of Industrial Relations, University of California, 1955. Pp. 45.

This is a study of the difference between "factory" and "non-factory" unions. One difference is that the local union of a non-factory union has more autonomy. The local union of a non-factory union has made more members than a factory union local. The non-factory union member is generally more conservative in outlook than his factory union counterpart. The key man in the non-factory union is the business agent; in the factory union, it is the shop steward.

33. KHER, V. B. *Indian Trade Union Law*; with a foreword by The Hon. Shri V. V. Giri. Bombay, N.M. Tripathi Ltd., 1954. Pp. 148.

This book deals with Indian trade union law as governed by the Indian Trade Unions Act of 1926.

Labour Supply

34. NORTHEASTERN UNIVERSITY, BOSTON. BUREAU OF BUSINESS AND ECONOMIC RESEARCH. *Inter-Industry Labor Mobility; the Case of the Displaced Textile Worker*, by William H. Miernyk, Director, with the assistance of Nadine P. Rodwin and the research staff. Boston, 1955. Pp. 158.

This is a case study of five textile mills in New England which have ceased to function and of one which has laid off many of its employees. The Bureau made a survey to find out what happened to the workers who lost their jobs as a result.

35. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *Adjustment to Labor Shortages, Management Practices and Institutional Controls in an Area of Expanding Employment*, by Richard A. Lester. Princeton, 1955. Pp. 89.

"This is the third and final report of a two-year study of industrial relations policies and practices in 80-odd manufacturing firms in the Trenton, New Jersey, work area during a period of employment expansion and labor stringency. Cf. Introduction.

36. U.S. AGRICULTURAL RESEARCH SERVICE. *Unemployment and Partial Employment of Hired Farm Workers in Cotton Areas: Comparison of Selected Areas in Arkansas, Georgia, Louisiana, and New Mexico and Detailed Analysis of Cordele, Georgia, Area*. Prepared by U.S. Agricultural Research Service and U.S. Bureau of Employment Security. Washington, G.P.O., 1955. Pp. 40.

Occupations

37. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Bespoke Tailoring*. Rev. ed. London, H.M.S.O., 1955. Pp. 24.

38. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *H.M. Forces, the Women's Services*. London, H.M.S.O., 1955. Pp. 40.

39. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Veterinary Science*. Rev. ed. London, H.M.S.O., 1955. Pp. 15.

Older Workers

40. NATIONAL ASSOCIATION FOR MENTAL HEALTH, NEW YORK. *Notes for after Fifty*, written by Edith M. Stern. New York, 1955. 6 Pamphlets.

Contents.—1. Planning for Your Later Years.—2. Improving and Keeping Your Health.—3. Slowing Down and Enjoying Life.—4. Making the Most of Your Abilities.—5. Preparing to live on Less.—6. You, Your Home, Your Family and Friends.

41. NEW YORK (STATE) LEGISLATURE. JOINT COMMITTEE ON PROBLEMS OF THE AGING. *Making the Years count*. Albany, 1955. Pp. 162.

Prices

42. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Conference Board Economic Forum presents: The "Fair Trade" Question*. New York, c1955. Pp. 112.

This is a panel discussion on the pros and cons of resale price maintenance. Resale price maintenance is defined as "a system of price control by which the owner of an article identified by brand name or trademark sets a minimum price below which the article may not subsequently be resold".

43. U.S. BUREAU OF LABOR STATISTICS. *Average Retail Prices: Collection and Calculation Techniques and Problems. Presenting Average Retail Prices for Selected Commodities and Services (other than Food, Fuel, and Rent) included in the Consumer Price Index, 1953 and 1954*. Washington, G.P.O., 1955. Pp. 105.

Social Security

44. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. RESEARCH DIVISION. *Government Expenditures and Related Data on Health and Social Welfare, 1947 to 1953*. 2nd ed. Ottawa, 1955. Pp. 84.

45. CONFEDERATION OF SWEDISH TRADE UNIONS. *Social Benefits in Sweden*. Stockholm, Published by the Confederation of Swedish Trade Unions, The Swedish Central

Organization of Salaried Employees and Forenade-Framtiden Life Insurance Company, 1954. Pp. 50.

This booklet gives a summary of some of the social benefits available in Sweden. It tells what conditions must be met in order to enjoy the benefits. It also indicates to what authorities and organizations the Swedish citizen must apply.

46. WILLARD, JOSEPH WILLIAM. *Some Aspects of Family Allowances and Income Redistribution in Canada*. (n.p.) Public Policy, 1954. Pp. 190-232.

Social Surveys

47. MICHIGAN. UNIVERSITY. SURVEY RESEARCH CENTER. *The Detroit Area Study*. Ann Arbor, 1955. Pp. 16.

The purpose of the Detroit area study is "to train graduate students of the University of Michigan in social science research methods by involving them in basic community research conducted so as to meet professional standards." Publications based on data collected through Detroit area study facilities: p. 8-16.

48. UNITED NATIONS. STATISTICAL OFFICE. *Sample Surveys of Current Interest*. Sixth Report. New York, 1955. Pp. 62.

Describes 85 sample surveys carried out in 31 countries and territories. Lists, in addition, 50 surveys by title.

Wages and Hours

49. HAWTREY, RALPH GEORGE. *Cross Purposes in Wage Policy*. London, Longmans, Green, 1955. Pp. 148.

Factors which determine wage policy are discussed. The author concludes by saying: "so long as wages, rates of exchange, employment, credit management and the budget are approached as separate issues, wage policy will continue to be at cross purposes."

50. INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS. *Fire Department. Salaries: Salaries in Effect in Fire Departments of the United States and Canada, April, 1954*. Washington, c1954. Pp. 13.

51. KAISER, BOYNTON S. *Executive Compensation, U.S. State Governments*, by Boynton S. Kaiser and Dorothy E. Everett. Berkeley, University of California, 1955. Pp. 22.

A list of salaries paid to American state officials: governors, attorneys general, highest court chief justices, highest court justices and state university presidents. Tables are included listing state salaries in engineering, education personnel, and purchasing.

52. NEW YORK (STATE) DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Wages and Hours in Selected Occupations in All-Year Hotels, New York State, April 1953*. New York, 1953. Pp. 8.

53. NEW YORK (STATE) DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Wages and Hours of Bellboys and Baggage Porters in All-Year Hotels, April 1953*. New York, 1953. Pp. 5.

54. U.S. SMALL BUSINESS ADMINISTRATION. *Wage Incentives in Small Business*, by Fergus G. Chandler. Washington, 1954. Pp. 4.

Women

55. NATIONAL COUNCIL OF WOMEN OF CANADA. *Year Book, 1954*. Ottawa, 1955. Pp. 188.

56. NEW YORK (STATE) DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Characteristics of the Female Labor Force*. New York, 1953. Pp. 19.

57. UNITED NATIONS. DEPARTMENT OF PUBLIC INFORMATION. *Advances in the Recognition, Exercise and Observation of Women's Rights*, New York, 1955. Pp. 14.

58. U.S. WOMEN'S BUREAU. *Women of the 84th Congress*. Washington, 1955. Pp. 19.

Biographies of 16 women in the U.S. House of Representatives and the one woman in the Senate.

Miscellaneous

59. CANADIAN CHAMBER OF COMMERCE. *Know your Government*. Montreal, 1955? Pp. 31.

This booklet "tells something about Canada's governmental machinery and suggests how the Canadian citizen can help it to work more efficiently".

60. JENSEN, VERNON H. *Collective Bargaining in the Non-ferrous Metals Industry*. Berkeley, Institute of Industrial Relations, University of California, c1955. Pp. 69.

The author points out that internal union conflict in the International Union of Mine, Mill and Smelter Workers and interunion squabbles in the non-ferrous metals industry are factors which tend to make collective bargaining awkward and unpredictable.

61. KINGSTON, ONT. QUEEN'S UNIVERSITY. INSTITUTE OF LOCAL GOVERNMENT. *Single-Enterprise Communities in Canada*; a Report to Central Mortgage and Housing Corporation. Ottawa, Central Mortgage and Housing Corporation, 1953. Pp. 312.

A "single enterprise community" is one which has come into existence "by reason of the decision or action of a single enterprise be it an industry, a government agency, a defence establishment or a transportation system." A survey of conditions in single-enterprise communities in Canada.

62. KLINEBERG, OTTO. *Race and Psychology*. Paris, UNESCO 1951. Pp. 40.

The author, who is Professor of Psychology at Columbia University, refutes the idea that some races are intellectually superior to others. He concludes: "The scientist knows of no relation between race and psychology."

63. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Researching Foreign Markets* by Enid Baird Lovell, New York, 1955. Pp. 72.

"It is hoped that this report will help many American companies measure and analyze foreign markets, and approach them more intelligently and effectively."

64. NEW YORK (STATE) LEGISLATURE. JOINT COMMITTEE ON MIGRANT LABOR. *Report, 1955*. Albany, Williams Press, 1955. Pp. 25.

65. RIPLEY, JOSEPHINE. *Peoples on the Move*. Geneva, Office of Public Information, Intergovernmental Committee for European Migration, 1955. Pp. 46.

This material, prepared originally for the Christian Science Monitor, tells of the Intergovernmental Committee for European Migration. The Committee, representing 26 nations, helps find new homes for emigrant Europeans.

66. TURABIAN, KATE L. *A Manual for Writers of Dissertations*. Chicago, University of Chicago Press, 1937. Pp. 61.

"This manual condenses the uniform standards in matters of style for dissertations to be submitted to the University of Chicago."

67. UNITED NATIONS. BUREAU OF SOCIAL AFFAIRS. *The Prevention of Juvenile Delinquency in Selected European Countries*. New York, United Nations, Department of Economic and Social Affairs, 1955. Pp. 156.

68. U.S. CONGRESS. JOINT COMMITTEE ON THE ECONOMIC REPORT. *Automation and Technological Change*. Hearings before the Sub-committee on Economic Stabilization of the Joint Committee on the Economic Report, Congress of the United States, Eighty-Fourth Congress, First Session pursuant to Sec. 5 (a) of Public Law 304, 79th Congress. Washington, G.P.O., 1955. Pp. 644. Hon. Wright Patman, Chairman of

Subcommittee on Economic Stabilization. Hearings held October 14-28, 1955.

In these hearings the Sub-committee has used the term "automation" to include various new automatic and electronic processes, and also rapid technological advances. They invited representatives from industry and labor to describe what automation has done in certain industries. They wanted to learn of the effect of automation on the economic and labor situation.

69. U.S. WOMEN'S BUREAU. *New Teachers for the Nation's Children, an idea for Community Action*. Washington, G.P.O., 1955. Pp. 10.

The story of the idea proposed by the Committee on New Teachers for the Nation's classrooms "to offer accelerated

teacher training of high quality to mature college graduates, mainly women, in communities where the teacher shortage is acute".

70. WISCONSIN. INDUSTRIAL COMMISSION. *Wisconsin Child Labor Statistics, 1953*. Madison, 1954. Pp. 12.

71. U.S. NATIONAL MEDIATION BOARD. *Determination of Craft or Class of the National Mediation Board*. Volume 2, July 1, 1948-June 30, 1953. Washington, G.P.O., 1955. Pp. 244.

72. WISCONSIN UNIVERSITY PRESS. *Indexing Your Book; a Practical Guide for Authors*, by Sina Spiker. Madison, 1954. Pp. 28.

One More Year in ILO, NAM Committee Decides

The Industrial Relations Committee of the National Association of Manufacturers has voted for employer participation in the International Labour Organization for one more year.

What happens after that may depend largely on whether President Eisenhower appoints a commission to study United States participation in the ILO and what the commission reports.

The NAM committee, like a similar committee of the Chamber of Commerce of the United States, decided recently to recommend that the President appoint such a study commission. The recommendations

go to the boards of directors of the two organizations.

The ILO issue was raised recently when William L. McGrath, the United States employer delegate in 1954 and 1955, wrote to President Eisenhower urging that this country withdraw "forthwith" from any participation in the organization.

Mr. McGrath objected to the three-way participation of Iron Curtain countries, contending that the employer and worker delegates were simply Communist agents.

The NAM committee, of which Mr. McGrath is a member, supported him on all but the "forthwith" point in his demand.

Decision of the Umpire

(Continued from page 201)

as a gesture of protest and coercion to induce the rehiring of the employees who had been dismissed.

The claimant's solicitor, Mr. Georges Lachance, has *inter alia* contended that there was no labour dispute at *Le Devoir* on April 21, as the 25 typographers of this newspaper who were dismissed have been granted unemployment insurance benefit.

A stoppage of work must not be confused with a labour dispute.

If these employees were granted benefit, it is because, in the opinion of the insurance officer, the original dispute, notwithstanding their dismissal, had not created a stoppage of work at *Le Devoir* and, therefore, it could not be said that they had lost their employment "by reason of a stoppage

of work due to a labour dispute" within the meaning of Section 41(1) of the Act. Indeed, the evidence indicates that these typographers were replaced even before dismissal.

The situation was altogether different in the commercial department, because the withdrawal from work of the claimant and his co-workers, in addition to creating a new dispute, completely paralyzed the operations of this department.

For all these reasons, I consider that the claimant and the nine other claimants interested in this case lost their employment by reason of a stoppage of work due to a labour dispute within the meaning of the Act and the appeal is allowed.

Labour Statistics

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED NOVEMBER 19, 1955

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,581	113	421	1,592	2,036	960	459
Agricultural.....	735	*	45	150	217	295	26
Non-Agricultural.....	4,846	111	376	1,442	1,819	665	433
Males.....	4,286	93	328	1,238	1,508	768	351
Agricultural.....	705	*	43	148	203	285	24
Non-Agricultural.....	3,581	91	285	1,090	1,305	483	327
Females.....	1,295	20	93	354	528	192	108
Agricultural.....	30	*	*	*	14	10	*
Non-Agricultural.....	1,265	20	91	352	514	182	106
All Ages.....	5,581	113	421	1,592	2,036	960	459
14—19 years.....	521	14	41	188	166	83	29
20—24 years.....	717	19	55	235	239	122	47
25—44 years.....	2,612	52	190	734	961	450	225
45—64 years.....	1,518	26	116	385	585	266	140
65 years and over.....	213	*	19	50	85	39	18
<i>Persons with Jobs</i>							
All status groups.....	5,419	110	402	1,532	1,993	935	447
Males.....	4,149	90	311	1,188	1,471	747	342
Females.....	1,270	20	91	344	522	188	105
Agricultural.....	728	*	44	149	215	292	26
Non-Agricultural.....	4,691	108	358	1,383	1,778	643	421
Paid Workers.....	4,251	86	314	1,257	1,645	571	378
Males.....	3,086	68	234	933	1,164	405	282
Females.....	1,165	18	80	324	481	166	96
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	162	*	19	60	43	25	12
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,021	142	450	1,405	1,629	938	457
Males.....	992	39	98	239	305	205	106
Females.....	4,029	103	352	1,166	1,324	733	351

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended Nov. 19, 1955		Week Ended Oct. 22, 1955		Week Ended Nov. 20, 1954	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	177	166	154	143	233	224
Without Jobs.....	162	153	142	132	215	206
Under 1 month.....	66	—	61	—	75	—
1—3 months.....	65	—	50	—	83	—
4—6 months.....	13	—	14	—	29	—
7—12 months.....	11	—	10	—	18	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	15	13	12	11	18	18
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	10	*	10	*	13	13

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
*1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	303	63	233	199	32	906
1953—Average.....	72	329	70	252	218	35	976
1954—Average.....	72	323	68	261	239	36	999
1954—October.....	84	323	83	269	249	36	1,044
November.....	81	321	77	269	253	36	1,037
December.....	78	325	71	269	253	36	1,032
1955—January.....	71	318	60	257	250	35	991
February.....	68	327	57	257	252	35	996
March.....	59	330	56	259	257	36	997
April.....	59	336	63	266	253	36	1,013
May.....	69	340	72	273	258	37	1,049
June.....	77	346	86	279	265	38	1,091
July.....	80	346	86	283	260	38	1,093
August.....	81	353	92	282	261	39	1,108
September.....	81	355	93*	285	273	39	1,126*
October.....	82	358	99	289	271	40	1,139

* Revised.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At November 1, employers in the principal non-agricultural industries reported a total employment of 2,671,887.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

Source: Employment and Payrolls (D.B.S.)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.81	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.0	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1952—Jan. 1.....	109.4	128.0	117.4	50.42	104.4	123.2	117.9	51.82
Feb. 1.....	107.4	132.7	123.8	53.19	105.3	132.6	125.9	55.35
Mar. 1.....	107.6	134.7	125.6	53.95	106.5	135.0	126.7	55.72
Apr. 1.....	107.5	135.5	126.4	54.32	107.0	137.7	128.6	56.55
May 1.....	107.2	135.2	126.5	54.34	107.3	138.1	128.6	56.55
June 1.....	110.3	138.4	125.9	54.08	108.5	138.6	127.6	56.09
July 1.....	112.1	140.4	125.6	53.96	108.8	138.6	127.2	55.95
Aug. 1.....	114.1	142.7	125.4	53.89	110.3	139.9	126.7	55.70
Sept. 1.....	115.2	145.8	127.0	54.55	112.8	144.7	128.2	56.35
Oct. 1.....	116.4	148.9	128.3	55.12	114.2	148.3	129.8	57.09
Nov. 1.....	116.2	150.1	129.5	55.65	113.6	149.1	131.1	57.65
Dec. 1.....	116.1	151.3	130.6	56.12	113.5	151.0	133.0	58.46
1953—Jan. 1.....	113.0	141.6	125.3	53.81	111.4	139.1	124.9	54.92
Feb. 1.....	110.3	145.6	132.0	56.72	111.9	149.7	133.8	58.82
Mar. 1.....	110.0	147.0	133.6	57.40	112.7	151.9	134.8	59.25
Apr. 1.....	110.0	146.7	133.4	57.33	112.9	152.6	135.2	59.43
May 1.....	110.9	148.2	133.9	57.52	113.1	152.9	135.2	59.43
June 1.....	112.4	151.5	134.4	57.72	113.4	154.0	135.2	59.43
July 1.....	114.9	154.5	134.0	57.57	114.7	155.0	134.5	59.16
Aug. 1.....	115.6	155.3	133.9	57.52	114.4	153.9	134.0	58.93
Sept. 1.....	116.6	157.0	134.1	57.61	115.6	155.4	133.8	58.83
Oct. 1.....	116.9	158.7	135.3	58.11	115.2	157.1	135.8	59.69
Nov. 1.....	115.9	157.4	135.3	58.14	113.1	155.0	136.4	59.98
Dec. 1.....	114.1	154.9	135.3	58.13	110.9	152.8	137.1	60.29
1954—Jan. 1.....	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1.....	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1.....	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1.....	105.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1.....	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1.....	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1.....	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1.....	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1.....	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1.....	113.4	157.1	137.9	59.25	108.1	151.8	139.6	61.39
Nov. 1.....	112.5	157.2	139.2	59.78	106.3	150.5	140.8	61.89
Dec. 1.....	112.1	156.2	138.7	59.59	105.4	149.7	141.2	62.07
1955—Jan. 1.....	109.1	149.3	136.1	58.49	103.2	143.5	138.3	60.80
Feb. 1.....	105.8	148.8	140.0	60.15	103.6	148.2	142.2	62.53
Mar. 1.....	105.6	150.3	141.7	60.86	105.7	152.5	143.5	63.11
Apr. 1.....	105.7	150.0	141.2	60.68	106.5	154.2	143.9	63.28
May 1.....	107.4	153.1	141.9	60.96	107.3	156.6	145.1	63.81
June 1.....	111.7	158.8	141.4	60.76	109.3	158.9	144.5	63.54
July 1.....	115.3	164.1	141.7	60.87	111.6	161.5	143.9	63.28
Aug. 1.....	116.1	166.0	142.3	61.13	111.4	161.0	143.7	63.18
Sept. 1.....	118.3	169.0	142.2	61.11	114.0	164.9	143.8	63.24
Oct. 1.....	118.5	170.4	143.1	61.49	113.4	166.2	145.6	64.04
Nov. 1.....	118.2	171.6	144.5	62.07	112.8	166.6	146.8	64.56

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls (D.B.S.)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Nov. 1 1955	Oct. 1 1955	Nov. 1 1954	Nov. 1 1955	Oct. 1 1955	Nov. 1 1954
(a) Provinces						
Newfoundland.....	147.0	147.5	141.1	55.43	54.46	53.85
Prince Edward Island.....	129.9	124.2	121.5	44.56	44.60	44.08
Nova Scotia.....	101.5	103.2	101.2	50.56	50.08	49.09
New Brunswick.....	109.1	110.7	98.9	52.00	51.50	50.85
Quebec.....	119.3	118.8	113.5	59.53	59.27	57.21
Ontario.....	117.0	117.1	110.8	64.66	64.20	62.22
Manitoba.....	109.2	109.7	107.9	59.16	58.60	57.50
Saskatchewan.....	123.9	123.9	123.9	58.78	58.62	57.71
Alberta (including Northwest Territories).....	139.5	142.7	133.6	64.67	62.27	62.21
British Columbia (including Yukon).....	118.7	120.4	110.3	67.58	66.35	65.05
Canada.....	118.2	118.5	112.5	62.07	61.49	59.78
(b) Metropolitan Areas						
St. John's.....	128.4	129.5	119.8	45.86	45.27	44.71
Sydney.....	88.6	89.9	93.3	63.01	61.84	59.97
Halifax.....	113.7	115.4	113.4	49.29	48.75	47.47
Saint John.....	97.8	98.3	97.2	48.00	47.48	46.92
Quebec.....	112.4	112.9	114.0	52.16	52.48	49.25
Sherbrooke.....	106.4	105.6	104.0	52.44	52.52	50.25
Three Rivers.....	110.2	110.4	106.1	58.96	58.82	54.94
Drummondville.....	78.0	77.2	72.6	54.46	53.64	53.03
Montreal.....	117.6	117.3	110.7	60.95	60.47	58.15
Ottawa—Hull.....	117.1	117.8	112.8	57.45	57.15	55.00
Peterborough.....	96.4	99.0	94.4	65.87	64.69	62.57
Oshawa.....	79.4	85.2	130.9	67.53	64.35	69.63
Niagara Falls.....	129.9	143.5	129.5	67.33	63.99	65.81
St. Catharines.....	104.7	106.3	113.1	72.56	72.38	69.36
Toronto.....	124.8	124.2	120.7	65.44	65.48	63.26
Hamilton.....	110.8	111.7	103.8	67.44	66.73	63.98
Brantford.....	87.4	87.4	82.1	60.13	60.37	59.39
Galt.....	103.8	101.5	96.4	57.08	56.66	55.14
Kitchener.....	110.6	109.7	103.9	60.48	60.86	57.56
Sudbury.....	133.2	132.9	133.1	76.93	77.26	73.29
London.....	113.6	114.0	111.3	59.18	58.86	57.68
Sarnia.....	131.1	126.8	114.5	75.10	75.51	74.16
Windsor.....	109.3	105.6	74.6	70.23	73.10	69.56
Sault Ste. Marie.....	121.0	120.3	94.8	71.70	72.72	67.15
Ft. William—Pt. Arthur.....	112.5	112.9	108.5	64.27	62.90	61.04
Winnipeg.....	108.3	107.6	106.1	56.55	56.23	54.78
Regina.....	118.8	118.7	121.3	56.62	56.07	54.54
Saskatoon.....	124.8	124.6	123.1	55.82	54.11	54.67
Edmonton.....	165.1	165.5	155.2	61.11	59.75	59.69
Calgary.....	147.4	147.0	137.8	60.93	59.76	59.83
Vancouver.....	111.0	111.9	105.0	64.98	64.87	62.02
Victoria.....	119.4	121.0	113.0	60.49	60.34	59.20

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

Source: Employment and Payrolls, (D.B.S.)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Nov. 1 1955	Oct. 1 1955	Nov. 1 1954	Nov. 1 1955	Oct. 1 1955	Nov. 1 1954
Mining	116.5	116.5	112.9	75.74	73.99	72.56
Metal mining.....	119.8	119.4	115.3	78.34	76.87	75.92
Gold.....	79.8	80.6	82.6	69.65	68.44	68.87
Other metal.....	157.1	155.5	145.8	82.46	80.95	79.65
Fuels.....	103.5	103.4	102.5	74.50	71.56	69.44
Coal.....	68.3	68.0	75.6	64.13	61.21	60.66
Oil and natural gas.....	218.8	220.0	191.8	85.15	82.07	80.90
Non-metal.....	141.9	144.4	133.8	68.54	68.53	66.90
Manufacturing	112.8	113.4	106.3	64.56	64.04	61.89
Food and beverages.....	113.9	119.3	113.2	55.93	54.41	53.79
Meat products.....	122.4	121.1	117.2	66.74	65.66	64.73
Canned and preserved fruits and vegetables.....	132.8	178.7	135.5	42.15	41.73	39.70
Grain mill products.....	105.8	107.3	108.6	62.92	62.62	59.49
Bread and other bakery products.....	108.9	109.0	104.4	53.98	53.88	52.41
Biscuits and crackers.....	97.4	99.7	99.0	47.89	49.20	46.16
Distilled and malt liquors.....	113.7	109.2	110.5	70.67	71.11	68.02
Tobacco and tobacco products.....	81.4	78.7	77.4	61.63	64.30	61.11
Rubber products.....	115.8	115.3	104.6	66.99	66.06	62.63
Leather products.....	88.4	88.6	84.1	44.62	44.91	41.38
Boots and shoes (except rubber).....	90.0	91.0	85.8	42.03	42.80	38.57
Textile products (except clothing).....	87.9	87.4	81.7	52.93	52.94	51.41
Cotton yarn and broad woven goods.....	88.5	88.3	81.2	50.54	51.26	48.79
Woolen goods.....	75.0	74.3	70.1	50.80	50.72	49.29
Synthetic textiles and silk.....	88.7	87.3	82.7	58.68	57.96	57.38
Clothing (textile and fur).....	95.0	95.3	92.2	42.50	42.09	41.74
Men's clothing.....	98.6	99.5	95.2	41.73	40.88	40.48
Women's clothing.....	95.0	96.0	94.9	41.34	41.92	41.03
Knit goods.....	84.7	84.2	79.9	44.02	43.86	44.00
Wood products.....	111.5	113.7	103.3	58.01	57.33	56.04
Saw and planing mills.....	115.1	119.4	105.4	59.67	58.73	58.23
Furniture.....	110.2	108.6	105.6	56.58	56.02	53.50
Other wood products.....	97.4	97.1	89.8	52.10	52.24	49.78
Paper products.....	121.6	123.5	116.0	76.63	75.61	73.32
Pulp and paper mills.....	123.8	126.4	119.4	82.24	80.88	78.71
Other paper products.....	116.3	116.4	107.8	62.05	61.63	58.73
Printing, publishing and allied industries.....	112.8	112.5	111.5	69.03	68.67	66.26
Iron and steel products.....	107.0	106.7	94.5	72.85	72.68	68.45
Agricultural implements.....	59.6	61.7	45.6	69.60	68.21	68.31
Fabricated and structural steel.....	132.4	130.8	115.5	74.49	75.59	76.17
Hardware and tools.....	106.9	105.5	99.0	68.60	67.21	65.14
Heating and cooking appliances.....	104.8	104.3	99.7	64.39	63.69	62.63
Iron Castings.....	103.4	101.5	84.5	74.34	74.09	67.51
Machinery mfg.....	112.8	111.3	103.8	71.03	70.54	66.74
Primary iron and steel.....	114.9	114.9	94.7	79.73	79.51	72.60
Sheet metal products.....	112.7	114.3	105.9	69.28	70.18	66.41
Transportation equipment.....	124.7	122.6	118.6	71.63	72.29	70.61
Aircraft and parts.....	321.6	317.3	341.1	77.85	77.01	74.10
Motor vehicles.....	107.6	104.4	68.4	76.48	81.61	80.62
Motor vehicle parts and accessories.....	92.7	91.9	99.3	70.81	71.27	71.21
Railroad and rolling stock equipment.....	85.3	84.2	83.1	63.89	63.93	64.62
Shipbuilding and repairing.....	139.7	137.6	150.9	67.39	65.91	64.84
Non-ferrous metal products.....	129.2	129.6	119.7	74.23	73.72	70.71
Aluminum products.....	129.5	132.0	122.1	69.64	68.44	67.02
Brass and copper products.....	110.1	109.2	101.1	71.69	70.49	68.14
Smelting and refining.....	153.6	154.6	140.0	79.73	79.60	76.00
Electrical apparatus and supplies.....	143.8	145.2	133.4	69.57	68.80	66.75
Non-metallic mineral products.....	133.4	131.9	117.5	67.69	67.10	65.65
Clay products.....	114.8	115.7	106.6	64.66	63.47	61.85
Glass and glass products.....	128.8	126.9	115.1	65.73	64.11	63.34
Products of petroleum and coal.....	128.7	129.6	121.2	91.70	90.19	86.94
Chemical products.....	124.0	124.0	121.0	71.36	70.62	68.02
Medicinal and pharmaceutical preparations.....	112.2	112.2	108.5	65.75	65.38	62.40
Acids, alkalis and salts.....	126.8	128.7	117.3	80.23	78.03	76.05
Miscellaneous manufacturing industries.....	108.9	106.3	107.4	55.28	55.03	53.99
Construction	134.8	138.2	124.0	63.96	63.19	61.61
Building and structures.....	136.6	138.9	125.0	69.49	68.51	66.54
Building.....	140.1	141.5	122.2	68.76	68.04	64.78
Engineering work.....	121.6	127.7	137.4	73.04	70.67	73.48
Highways, bridges and streets.....	132.0	137.1	122.3	54.77	54.54	53.63
Service	117.8	119.6	112.0	41.51	40.91	39.73
Hotels and restaurants.....	112.0	116.0	108.0	35.48	35.24	34.56
Laundries and dry cleaning plants.....	106.7	106.6	102.6	38.82	38.24	37.50
Industrial composite	118.2	118.5	112.5	62.07	61.49	59.78

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Nov. 1, 1955	Oct. 1, 1955	Nov. 1, 1954	Nov. 1, 1955	Oct. 1, 1955	Nov. 1, 1954
Newfoundland.....	40.9	40.3	41.8	137.0	134.7	139.2
Nova Scotia.....	41.0	40.7	40.8	127.9	127.6	121.1
New Brunswick.....	42.2	42.2	42.3	129.7	129.3	125.1
Quebec.....	43.2	42.9	42.3	131.3	130.8	126.6
Ontario.....	41.3	41.5	41.0	152.4	151.7	147.5
Manitoba.....	40.9	40.4	41.1	138.3	138.4	134.6
Saskatchewan.....	40.9	39.5	40.8	153.6	153.0	147.2
Alberta (1).....	41.0	39.0	41.3	151.7	150.7	147.4
British Columbia (2).....	38.4	38.3	38.8	175.6	174.7	169.7

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (D.B.S.)

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Week Preceding:						
October 1, 1954.....	41.3	139.7	57.70	138.3	116.8	118.4
November 1, 1954.....	41.3	140.5	58.03	139.1	116.8	119.1
December 1, 1954.....	41.2	141.2	58.17	139.5	116.6	119.6
January 1, 1955.....	41.1*	142.8	58.69*	140.7	116.4	120.9
February 1, 1955.....	41.0	142.7	58.51	140.3	116.3	120.6
March 1, 1955.....	41.2	143.5	59.12	141.7	116.0	122.2
April 1, 1955.....	41.1	144.3	59.31	142.2	116.1	122.5
May 1, 1955.....	41.2	145.4	59.90	143.6	116.4	123.4
June 1, 1955.....	41.0	145.5	59.66	143.0	115.9	123.4
July 1, 1955.....	40.9	145.0	59.31	142.2	116.0	122.6
August 1, 1955.....	40.8	145.1	59.20	141.9	116.4	121.9
September 1, 1955.....	41.2	143.8	59.25	142.1	116.8	121.7
October 1, 1955(1).....	41.5	144.8	60.09	144.1	116.9	123.3

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949=100) by the Economics and Research Branch, Department of Labour.

*Figures adjusted for holidays. The actual figures for January 1, 1955 are 39.3 and \$56.12.

(1) Latest figures subject to revision.

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov. 1 1955	Oct. 1 1955	Nov. 1 1954	Nov. 1 1955	Oct. 1 1955	Nov. 1 1954	Nov. 1 1955	Oct. 1 1955	Nov. 1 1954
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	44-4	43-6	43-8	163-5	161-9	158-4	72.59	70.59	69.38
Metal mining.....	45-0	44-4	45-0	168-4	166-6	162-8	75.78	73.97	73.26
Gold.....	46-7	46-0	46-9	140-4	139-7	138-3	65.57	64.26	64.86
Other metal.....	44-1	43-7	43-9	183-1	181-1	177-1	80.75	79.14	77.75
Fuels.....	43-2	41-2	41-1	157-9	156-3	154-2	68.21	64.40	63.38
Coal.....	42-1	40-3	40-1	150-4	148-5	148-4	63.32	59.85	59.51
Oil and natural gas.....	45-8	43-3	44-2	174-7	173-4	169-9	80.01	75.08	75.10
Non-metal.....	44-5	44-5	44-5	152-9	152-0	147-9	68.04	67.64	65.82
Manufacturing.....	41-6	41-5	41-3	145-3	144-8	140-5	60.44	60.09	58.03
Food and beverages.....	41-1	40-6	41-2	124-3	121-5	119-4	51.09	49.33	49.19
Meat products.....	41-0	40-2	40-9	155-1	154-0	149-8	63.59	61.91	61.27
Canned and preserved fruits and vegetables.....	38-1	39-9	38-1	97-8	95-1	93-3	37.26	37.94	35.55
Grain mill products.....	42-4	42-7	42-2	141-1	140-1	136-2	59.83	59.82	57.48
Bread and other bakery products.....	43-7	43-8	43-1	111-9	110-4	107-9	43.90	48.36	46.50
Distilled and malt liquors.....	40-5	39-7	40-7	160-7	163-1	153-0	65.08	64.75	62.27
Tobacco and tobacco products.....	40-5	41-8	40-5	143-2	146-5	141-2	58.00	61.24	57.19
Rubber products.....	42-6	42-0	41-1	150-8	150-3	144-7	64.24	63.13	59.47
Leather products.....	40-3	41-1	37-5	103-2	102-1	100-8	41.59	41.96	37.80
Boots and shoes (except rubber).....	39-1	40-6	35-6	99-4	98-1	97-4	38.87	39.83	34.67
Textile products (except clothing).....	43-2	43-3	42-8	112-1	112-1	110-6	43.43	48.54	47.34
Cotton yarn and board woven goods.....	41-8	42-4	41-0	112-2	113-0	112-0	46.90	47.91	45.92
Woolen goods.....	43-7	43-8	43-5	106-0	105-7	104-2	46.32	46.30	45.33
Synthetic textiles and silk.....	45-3	45-1	45-5	117-6	116-6	115-4	53.27	52.59	52.51
Clothing (textile and fur).....	39-4	38-8	38-3	97-6	97-7	98-3	38.45	37.91	37.65
Men's clothing.....	39-0	38-3	37-3	97-4	96-9	97-7	37.99	37.11	36.44
Women's clothing.....	36-3	36-2	36-1	101-1	103-0	101-6	36.70	37.29	36.68
Knit goods.....	42-1	41-6	41-2	96-7	96-5	98-0	40.71	40.14	40.38
*Wood products.....	42-7	42-6	42-5	130-9	129-9	127-3	55.89	55.34	54.10
Saw and planing mills.....	41-8	41-7	41-8	139-1	137-4	135-7	58.14	57.30	56.72
Furniture.....	44-7	44-6	43-9	118-8	118-5	115-3	53.10	52.85	50.62
Other wood products.....	43-5	43-8	43-1	113-3	113-0	108-6	49.29	49.49	46.81
Paper products.....	43-0	42-5	42-7	168-7	168-3	162-5	72.54	71.53	69.39
Pulp and paper mills.....	43-0	42-4	43-0	181-2	180-7	173-5	77.92	76.62	74.61
Other paper products.....	43-1	42-8	42-0	132-5	132-0	128-5	57.11	56.50	53.97
Printing, publishing and allied industries.....	40-5	40-4	40-4	175-0	173-9	166-5	70.88	70.26	67.27
*Iron and steel products.....	42-3	42-4	41-3	166-2	166-0	158-0	70.30	70.38	65.25
Agricultural implements.....	39-7	38-6	39-7	168-3	166-8	158-2	66.82	64.38	62.81
Fabricated and structural steel.....	40-6	41-7	42-1	167-1	167-3	167-9	67.84	69.76	70.69
Hardware and tools.....	43-1	42-5	42-2	149-3	149-9	146-3	64.35	63.71	61.74
Heating and cooking appliances.....	43-8	43-0	42-5	142-6	142-7	142-8	62.46	61.36	60.69
Iron castings.....	44-5	44-5	42-3	164-6	163-6	154-5	73.25	72.80	65.35
Machinery manufacturing.....	42-9	42-8	41-6	160-1	158-8	152-3	68.68	67.97	63.36
Primary iron and steel.....	41-3	41-5	39-9	186-5	186-2	173-3	77.02	77.27	69.15
Sheet metal products.....	41-9	42-6	40-9	157-0	157-8	153-8	65.78	67.22	62.90
*Transportation equipment.....	39-8	40-8	41-1	166-9	167-4	162-5	66.43	68.30	66.79
Aircraft and parts.....	42-0	41-7	41-2	173-9	174-1	170-5	73.04	72.60	70.04
Motor vehicles.....	37-6	41-7	41-7	180-1	183-6	174-0	67.72	76.56	72.56
Motor vehicle parts and accessories.....	40-9	41-0	40-8	161-5	162-6	166-4	66.05	66.67	67.89
Railroad and rolling stock equipment.....	37-9	39-2	40-0	160-4	159-8	159-4	60.79	62.64	63.76
Shipbuilding and repairing.....	41-4	40-4	42-4	161-5	159-4	151-4	66.86	64.40	64.19
*Non-ferrous metal products.....	41-8	41-4	41-6	168-4	168-7	161-1	70.39	69.84	67.02
Aluminum products.....	42-4	41-7	41-4	146-5	146-6	146-4	62.12	61.13	60.61
Brass and copper products.....	43-1	42-5	42-4	157-2	157-0	151-3	67.75	66.73	64.15
Smelting and refining.....	41-2	41-0	41-4	183-0	183-5	173-7	75.40	75.24	71.91
*Electrical apparatus and supplies.....	42-1	41-4	40-8	150-0	150-5	148-7	63.15	62.31	60.67
Heavy electrical machinery and equipment.....	41-6	41-1	40-4	164-2	164-6	165-9	68.31	67.65	67.02
*Non-metallic mineral products.....	43-8	43-9	44-4	147-6	146-2	143-0	64.65	64.18	63.49
Clay products.....	45-0	44-8	44-6	137-5	136-6	132-9	61.88	61.20	59.27
Glass and glass products.....	43-1	42-4	43-3	147-9	144-8	142-5	62.74	61.40	61.70
Products of petroleum and coal.....	42-3	41-0	41-7	200-4	199-4	192-3	84.77	81.75	80.19
Chemical products.....	41-6	41-3	41-7	153-9	153-0	146-6	64.02	63.19	61.13
Medicinal and pharmaceutical preparations.....	42-1	41-7	41-5	126-2	125-4	121-0	53.13	52.29	50.22
Acids, alkalis and salts.....	42-3	41-6	42-3	126-2	125-4	121-0	53.13	52.29	50.22
*Miscellaneous manufacturing industries.....	42-4	41-7	41-9	117-6	117-9	115-1	49.86	49.16	48.23
Durable goods.....	41-8	41-9	41-6	156-9	156-7	151-6	65.58	65.66	63.07
Non-durable goods.....	41-5	41-2	41-0	133-4	132-5	129-6	55.36	54.59	53.14
Construction.....	41-5	41-4	41-6	152-1	150-5	145-7	63.12	62.31	60.61
Buildings and structures.....	41-0	40-9	41-6	164-9	162-9	157-1	67.61	66.63	65.35
Highways, bridges and streets.....	42-4	42-5	41-7	125-3	125-3	122-4	53.13	53.25	51.04
Electric and motor transportation.....	44-7	45-1	45-0	145-9	146-7	141-3	65.22	66.16	63.59
Service.....	40-4	40-5	40-7	87-0	86-1	84-9	35.15	34.87	34.55
Hotels and restaurants.....	40-5	40-8	41-0	87-0	85-8	85-1	35.24	35.01	34.89
Laundries and dry cleaning plants.....	41-2	40-7	40-9	82-7	82-5	80-5	34.07	33.58	32.92

* Durable manufactured goods industries.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Month		Unfilled Vacancies*			Live Applications for Employment		
		Male	Female	Total	Male	Female	Total
Date Nearest:							
January	1, 1950.....	7,971	9,748	17,719	218,769	55,188	273,957
January	1, 1951.....	24,402	9,968	34,370	173,186	53,691	226,877
January	1, 1952.....	21,192	8,218	29,410	216,839	73,400	290,239
January	1, 1953.....	12,051	12,143	24,194	254,660	60,901	315,561
January	1, 1954.....	8,298	9,121	17,419	354,965	84,306	439,271
January	1, 1955.....	8,420	7,776	16,196	371,959	93,805	465,764
February	1, 1955.....	8,276	8,604	16,880	483,380	117,651	601,031
March	1, 1955.....	9,154	9,509	18,663	510,551	118,035	628,586
April	1, 1955.....	10,611	11,506	22,117	505,472	114,572	620,044
May	1, 1955.....	15,508	14,655	30,163	394,621	98,601	493,222
June	1, 1955.....	21,675	18,451	40,126	205,630	76,273	281,903
July	1, 1955.....	18,741	17,392	36,133	152,711	77,865	230,576
August	1, 1955.....	18,363	16,665	35,028	132,710	72,674	205,384
September	1, 1955.....	26,320	19,536	45,856	121,945	63,738	185,683
October	1, 1955.....	28,794	18,225	47,019	117,723	63,545	181,268
November	1, 1955.....	24,268	14,665	38,933	136,620	69,715	206,335
December	1, 1955 ⁽¹⁾	26,895	14,969	41,864	194,478	73,852	268,330
January	1, 1956 ⁽¹⁾	17,952	12,127	30,079	310,652	84,475	395,127

*Current vacancies only. Deferred vacancies are excluded.

⁽¹⁾ Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT NOVEMBER 30, 1955 ⁽¹⁾

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from			
				October 31, 1955	November 30, 1954		
Agriculture, Fishing, Trapping	391	95	486	—	423	+	134
Forestry	8,552	10	8,562	—	611	+	6,134
Mining, Quarrying and Oil Wells	467	68	535	—	74	+	176
Metal Mining.....	187	13	200	—	62	+	139
Fuels.....	211	21	232	—	1	+	5
Non-Metal Mining.....	21	5	26	—	8	+	24
Quarrying, Clay and Sand Pits.....	3	—	3	—	6	—	1
Prospecting.....	45	29	74	+	3	+	9
Manufacturing	4,063	2,352	6,415	—	927	+	2,547
Foods and Beverages.....	234	129	363	—	185	+	118
Tobacco and Tobacco Products.....	157	180	337	+	324	—	397
Rubber products.....	48	22	70	+	1	+	41
Leather Products.....	67	136	203	—	74	+	89
Textile Products (except clothing).....	83	127	210	—	88	+	87
Clothing (textile and fur).....	171	999	1,170	—	353	+	656
Wood Products.....	319	50	369	—	147	+	104
Paper Products.....	112	51	163	—	26	+	22
Printing, Publishing and Allied Industries.....	170	122	292	+	11	+	156
Iron and Steel Products.....	628	122	750	—	186	+	458
Transportation Equipment.....	1,101	94	1,195	+	224	+	751
Non-Ferrous Metal Products.....	179	59	238	—	78	+	157
Electrical Apparatus and Supplies.....	452	90	542	—	137	+	142
Non-Metallic Mineral Products.....	71	29	100	—	44	+	25
Products of Petroleum and Coal.....	32	5	37	—	25	+	7
Chemical Products.....	153	43	196	—	39	+	35
Miscellaneous Manufacturing Industries.....	86	94	180	—	105	+	96
Construction	1,872	64	1,936	—	1,432	+	551
General Contractors.....	1,299	41	1,340	—	1,002	+	366
Special Trade Contractors.....	573	23	596	—	430	+	185
Transportation, Storage and Communication	670	266	936	—	279	+	372
Transportation.....	568	110	678	—	190	+	406
Storage.....	24	10	34	—	6	+	10
Communication.....	78	146	224	—	83	—	44
Public Utility Operation	70	66	136	+	27	+	54
Trade	2,166	3,048	5,214	—	197	+	1,670
Wholesale.....	701	470	1,171	—	203	+	395
Retail.....	1,465	2,578	4,043	+	11	+	1,275
Finance, Insurance and Real Estate	613	718	1,349	+	89	+	466
Service	8,409	8,415	16,824	+	6,689	+	3,871
Community or Public Service.....	488	897	1,385	+	228	+	458
Government Service.....	6,888	1,743	8,631	+	7,312	+	839
Recreation Service.....	55	96	151	—	74	+	56
Business Service.....	524	306	830	—	83	+	342
Personal Service.....	454	5,373	5,827	—	694	+	2,176
GRAND TOTAL	27,291	15,102	42,393	+	2,862	+	15,975

(¹) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,
BY OCCUPATION AND BY SEX AS AT DECEMBER 1, 1955 ⁽¹⁾**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	2,033	514	2,547	3,651	1,174	4,825
Clerical workers.....	6,913	4,630	11,543	10,496	21,236	31,732
Sales workers.....	1,387	1,860	3,247	4,155	8,357	12,512
Personal and domestic service workers....	646	5,797	6,443	22,928	14,908	37,836
Seamen.....	55	.....	55	1,085	2	1,087
Agriculture and fishing.....	379	11	390	2,305	219	2,524
Skilled and semiskilled workers.....	13,705	1,381	15,086	83,435	14,773	98,208
Food and kindred products (inc. tobacco).....	49	15	64	1,062	376	1,438
Textiles, clothing, etc.	126	1,011	1,137	2,716	9,378	12,094
Lumber and wood products.....	8,540	6	8,546	8,889	146	9,035
Pulp, paper (inc. printing).....	45	7	52	755	368	1,123
Leather and leather products.....	31	97	128	845	832	1,677
Stone, clay and glass products.....	9	1	10	282	28	310
Metalworking.....	923	23	951	8,054	712	8,766
Electrical.....	304	15	319	1,132	505	1,637
Transportation equipment.....	41	.....	41	649	36	685
Mining.....	227	.....	227	903	.....	903
Construction.....	926	.....	926	23,187	3	23,190
Transportation(except seamen).....	836	20	856	15,127	82	15,209
Communications and public utility...	32	.....	32	415	3	418
Trade and service.....	169	130	299	2,649	1,349	3,998
Other skilled and semiskilled.....	1,308	44	1,352	12,302	672	12,974
Foremen.....	42	7	49	2,093	267	2,360
Apprentices.....	97	.....	97	2,375	16	2,391
Unskilled workers.....	1,777	776	2,553	66,423	13,183	79,606
Food and tobacco.....	183	219	402	2,716	3,432	6,148
Lumber and lumber products.....	197	6	203	8,737	290	9,027
Metalworking.....	123	24	147	2,949	417	3,366
Construction.....	625	.....	625	32,958	6	32,964
Other unskilled workers.....	649	527	1,176	19,063	9,038	28,101
GRAND TOTAL.....	26,895	14,969	41,864	194,478	73,852	268,330

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT DECEMBER 1, 1955

(Source: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1) Dec. 1, 1955	Previous Month Nov. 3, 1955	Previous Year Dec. 2, 1954	(1) Dec. 1, 1955	Previous Month Nov. 3, 1955	Previous Year Dec. 2, 1954
Newfoundland	302	171	287	6,505	3,851	6,745
Corner Brook.....	8	22	6	1,378	920	1,349
Grand Falls.....	1	3	1	597	369	500
St. John's.....	293	146	280	4,530	2,562	4,887
Prince Edward Island	162	306	116	1,539	1,062	1,898
Charlottetown.....	125	79	114	932	653	1,166
Summerside.....	37	227	2	607	409	732
Nova Scotia	1,078	1,331	1,515	12,611	11,098	14,346
Amherst.....	32	14	26	507	397	509
Bridgewater.....	17	29	138	499	339	553
Halifax.....	727	893	1,126	3,630	3,359	4,064
Inverness.....				343	197	328
Kentville.....	54	97	70	889	575	923
Liverpool.....	89	121	37	175	128	306
New Glasgow.....	83	91	18	1,609	1,604	2,678
Springhill.....		3		466	408	467
Sydney.....	24	17	54	2,513	2,480	2,514
Truro.....	42	55	35	890	700	771
Yarmouth.....	10	11	11	1,090	821	1,233
New Brunswick	949	936	1,111	11,388	8,852	13,858
Bathurst.....	18	6	11	967	524	1,190
Campbellton.....	44	28	66	617	481	830
Edmundston.....	34	25	31	683	374	596
Fredericton.....	152	364	529	692	503	855
Minto.....	49	21	10	373	293	342
Moncton.....	395	305	239	2,882	2,312	3,612
Newcastle.....	1	12	800	614	614	1215
Saint John.....	189	138	173	2,690	2,675	3,050
St. Stephen.....	17	12	14	837	582	1,357
Sussex.....	19	20	20	309	214	249
Woodstock.....	31	5	4	478	280	562
Quebec	14,815	16,536	5,621	73,930	60,490	97,834
Asbestos.....	35	41	23	262	198	413
Beauharnois.....	34	34	3	396	356	567
Buckingham.....	12	9	6	459	248	589
Causapscal.....	360	429	124	754	678	597
Chandler.....	69	5		279	209	609
Chicoutimi.....	147	215	227	851	599	920
Dolbeau.....	194	146	69	303	223	312
Drummondville.....	48	44	16	1,175	936	1,625
Farnham.....	68	81	8	719	560	920
Forestville.....	630	700	52	214	144	244
Gaspé.....	1	2	26	292	167	377
Granby.....	23	14	27	1,259	1,049	1,488
Hull.....	64	52	52	1,732	1,207	2,126
Joliette.....	237	197	154	1,593	1,215	1,729
Jonquière.....	64	56	73	952	797	1,181
Lachute.....	24	28	2	395	248	380
La Malbaie.....		1	2	354	226	531
La Tuque.....	2,465	2,523	994	309	247	611
Lévis.....	44	60	81	1,645	1,289	2,476
Louiseville.....	37	46	40	273	266	528
Magog.....	12	20		307	225	
Maniwaki.....	53	68	5	175	104	320
Matane.....	100	294	3	464	235	592
Mégranitic.....	13	16	16	535	342	608
Mont-Laurier.....	8	8	14	257	188	363
Montmagny.....	27	41	15	593	478	778
Montréal.....	4,400	5,176	2,019	28,081	24,259	40,472
New Richmond.....	16	96	12	475	321	637
Port Alfred.....	438	525	5	310	173	411
Québec.....	665	798	335	7,808	6,827	8,445
Rimouski.....	1,459	1,691	17	875	405	1,168
Rivière du Loup.....	32	27	11	1,058	510	1,299
Roberval.....	147	115	94	230	173	303
Rouyn.....	453	367	68	953	775	1,189
Ste-Agathe.....	82	20	13	375	305	540
Ste-Anne de Bellevue.....	41	99	21	525	352	742
Ste-Thérèse.....	39	36	36	813	643	1,016
St-Georges Est.....	212	282	281	784	685	903
St-Hyacinthe.....	88	75	50	1,097	821	1,416
St-Jean.....	88	92	42	955	926	1,114
St-Jérôme.....	32	40	16	900	625	1,046
St-Joseph d'Alma.....	77	133	15	933	761	794
Sept Iles.....	232	232	18	464	225	454
Shawinigan Falls.....	61	88	21	1,884	1,589	2,115
Sherbrooke.....	299	187	138	2,260	2,046	3,037
Sorel.....	18	41	29	746	654	1,959
Thetford Mines.....	28	30	107	768	647	812
Trois-Rivières.....	769	833	96	2,460	2,085	3,693

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT DECEMBER 1, 1955

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(?)			Live Applications		
	(1) Dec. 1, 1955	Previous Month Nov. 3, 1955	Previous Year Dec. 2, 1954	(1) Dec. 1, 1955	Previous Month Nov. 3, 1955	Previous Year Dec. 2, 1954
Quebec—Con.						
Val d'Or.....	285	328	69	851	595	948
Valleyfield.....	42	53	31	830	765	1,228
Victoriaville.....	43	42	45	948	889	1,209
Ontario	12,398	11,677	8,935	79,503	71,383	120,947
Amnrior.....	69	28	19	165	123	226
Barrie.....	64	116	45	890	792	890
Belleville.....	18	13	30	984	833	921
Bracebridge.....	72	42	39	547	393	753
Brampton.....	36	53	7	393	311	390
Brantford.....	71	72	32	1,455	1,493	2,452
Brockville.....	29	28	19	246	215	306
Carleton Place.....	3	1	.....	155	109	168
Chatham.....	41	96	31	1,560	1,195	1,972
Cobourg.....	7	10	5	427	436	459
Collingwood.....	35	8	3	540	495	651
Cornwall.....	137	164	83	1,327	1,183	1,951
Fort Erie.....	59	19	1	564	434	583
Fort Frances.....	6	9	18	321	157	471
Fort William.....	239	391	72	961	704	1,490
Galt.....	68	88	42	603	430	1,136
Gananoque.....	6	13	1	176	136	186
Goderich.....	20	26	16	332	267	408
Guelph.....	87	158	79	910	800	1,246
Hamilton.....	860	747	498	5,052	4,534	10,481
Hawkesbury.....	8	41	21	513	286	539
Ingersoll.....	17	28	234	274	257	505
Kapuskasing.....	39	29	19	533	255	751
Kenora.....	12	39	4	504	241	521
Kingston.....	109	146	133	963	883	879
Kirkland Lake.....	106	96	14	573	408	862
Kitchener.....	115	130	81	1,125	1,017	1,801
Leamington.....	27	25	4	590	306	715
Lindsay.....	61	43	43	535	537	615
Listowel.....	20	12	15	205	145	244
London.....	552	533	769	3,097	2,654	3,826
Midland.....	5	13	6	417	309	690
Napanee.....	3	6	3	328	253	423
New Toronto.....	112	130	67	1,525	1,355	2,056
Niagara Falls.....	125	55	38	1,430	1,075	2,299
North Bay.....	28	68	20	807	628	1,304
Oakville.....	128	195	33	242	169	536
Orillia.....	32	57	13	594	472	736
Oshawa.....	84	61	67	2,289	6,146	3,078
Ottawa.....	1,939	1,503	1,674	2,912	2,464	3,188
Owen Sound.....	40	49	26	1,010	622	1,008
Parry Sound.....	5	4	5	202	109	359
Pembroke.....	143	183	63	952	823	1,02
Perth.....	16	37	18	283	195	34
Peterborough.....	100	65	34	1,624	1,454	2,037
Pictou.....	9	6	2	324	209	314
Port Arthur.....	63	126	93	1,593	1,101	2,411
Port Colborne.....	6	8	10	343	282	566
Prescott.....	10	83	41	343	282	391
Renfrew.....	7	14	16	348	275	430
St. Catharines.....	80	123	92	2,300	1,993	2,617
St. Thomas.....	354	80	403	500	490	1,766
Sarnia.....	66	77	32	1,141	824	2,056
Sault Ste. Marie.....	147	146	42	836	629	2,726
Simcoe.....	19	25	33	463	375	527
Sioux Lookout.....	30	8	10	131	104	159
Smiths Falls.....	19	11	7	304	238	315
Stratford.....	16	45	20	374	288	724
Sturgeon Falls.....	15	9	.....	694	689	923
Sudbury.....	174	122	156	1,646	1,128	2,616
Timmins.....	159	74	39	993	938	1,558
Toronto.....	4,142	4,287	2,597	18,457	16,698	26,618
Trenton.....	32	32	53	725	508	802
Walkerton.....	26	40	9	335	227	520
Wallaceburg.....	11	20	4	303	161	552
Welland.....	20	32	9	937	653	1766
Weston.....	532	256	221	962	865	990
Windsor.....	669	391	597	4,040	4,117	11,656
Woodstock.....	39	32	5	267	206	461
Manitoba	3,429	1,915	2,853	14,733	11,120	17,253
Brandon.....	194	144	124	1,155	773	1,188
Dauphin.....	12	10	17	673	339	686
Flin Flon.....	49	49	10	194	174	300
Portage la Prairie.....	57	25	63	693	437	645
The Pas.....	9	6	3	102	66	101
Winnipeg.....	3,108	1,681	2,636	11,916	9,331	14,333

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT DECEMBER 1, 1955

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Live Applications		
	(1) Dec. 1, 1955	Previous Month Nov. 3, 1955	Previous Year Dec. 2, 1954	(1) Dec. 1, 1955	Previous Month Nov. 3, 1955	Previous Year Dec. 2, 1954
Saskatchewan	718	807	707	10,651	5,789	9,698
Estevan.....	32	38	16	194	111	210
Moose Jaw.....	128	126	57	1,052	619	974
North Battleford.....	39	28	61	751	358	766
Prince Albert.....	27	60	28	1,047	616	1,392
Regina.....	208	231	135	2,992	1,691	2,178
Saskatoon.....	136	117	285	2,465	1,384	2,379
Swift Current.....	61	62	68	517	221	392
Weyburn.....	26	33	35	283	132	252
Yorkton.....	61	58	22	1,350	657	1,155
Alberta	2,834	2,749	1,619	15,716	9,307	15,170
Blairmore.....	44	51	14	290	232	371
Calgary.....	1,369	868	743	5,136	3,487	4,826
Drumheller.....	25	19	15	212	145	150
Edmonton.....	996	1,361	682	6,746	3,634	6,671
Edson.....	61	64	25	263	139	245
Lethbridge.....	197	230	48	1,568	908	1,291
Medicine Hat.....	80	89	55	874	479	1,016
Red Deer.....	62	67	30	627	283	548
Yellowknife (Office closed).....			7			52
	Figures Included with Edmonton			Figures Included with Edmonton		
British Columbia	5,179	2,505	3,844	41,754	23,473	43,291
Chilliwack.....	37	42	29	1,586	639	983
Courtenay.....	22	15	13	1,201	301	796
Cranbrook.....	16	38	11	344	170	525
Dawson Creek.....	12	27	13	339	184	308
Duncan.....	34	50	21	1,557	353	477
Kamloops.....	128	84	39	549	321	614
Kelowna.....	16	32	4	494	185	668
Kitimat.....	165	144		114	111	
Mission City.....	20	19	17	1,198	377	711
Nanaimo.....	47	42	7	1,575	588	917
Nelson.....	14	32	15	509	242	820
New Westminster.....	129	125	104	4,089	3,066	4,080
Penticton.....	16	32	1	538		428
Port Alberni.....	32	24	11	1,371	176	516
Prince George.....	91	78	61	1,230	787	2,311
Prince Rupert.....	36	40	134	770	572	973
Princeton.....	9	5	2	151	80	150
Trail.....	30	39	15	432	297	612
Vancouver.....	3,993	1,318	3,133	19,001	12,086	22,402
Vernon.....	38	56	15	816	286	929
Victoria.....	267	234	179	2,933	2,068	3,092
Whitehorse.....	27	28	20	357	287	379
Canada	41,864	35,933	26,608	268,330	206,335	341,040
Males.....	26,895	24,268	16,104	194,478	136,620	255,811
Females.....	14,969	14,665	10,504	73,852	69,715	85,229

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1950—1955

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1950.....	790,802	559,882	230,920	56,732	151,438	321,354	179,732	81,546
1951.....	918,238	655,933	262,305	68,895	225,979	332,499	156,754	96,111
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1954 (11 months).....	800,192	505,851	294,341	62,319	197,409	255,902	161,867	122,695
1955 (11 months).....	884,501	595,633	288,868	62,521	208,648	317,951	163,626	131,755

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS AND WEEKS BENEFIT PAID AND AMOUNT PAID, NOVEMBER 1955

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Per Week Receiving Benefit* (in thousands)	Number Com-mencing Benefit on Initial and Renewal Claims	Days† Paid, Unemployment Prior to October 2 (Disability Days in Brackets)	Weeks‡ Paid, Unemployment After October 1	Amount of Benefit Paid \$
Newfoundland.....	2.2	1,380	3,295 (11)	9,546 (357)	179,666
Prince Edward Island.....	0.5	307	11 —	2,282 (67)	35,369
Nova Scotia.....	6.5	2,955	886 (33)	29,194 (3,124)	494,249
New Brunswick.....	4.9	2,773	239 —	21,757 (1,780)	364,704
Quebec.....	36.2	19,594	5,299 (286)	160,198 (23,216)	2,648,168
Ontario.....	40.3	17,443	3,540 (203)	169,455 (22,375)	2,896,911
Manitoba.....	6.7	4,197	126 —	29,629 (3,051)	488,987
Saskatchewan.....	3.5	2,618	177 (6)	15,898 (1,585)	263,008
Alberta.....	4.9	3,702	356 —	21,555 (2,069)	360,731
British Columbia.....	12.3	10,092	1,053 (56)	54,942 (5,371)	929,835
Total, Canada, Nov./55.	118.0	65,061	14,982 (595)	514,456 (62,995)	8,661,628
Total, Canada, Oct./55..	111.1	54,981	944,389 (22,831)	280,834 (32,296)	7,535,340
Total, Canada, Nov./54.	207.2†	110,736	4,512,055 (73,727)	.....	14,020,255

* Based on the number of payment documents for the month.

† Week containing last day of the month.

‡ Under the old Act, payment was made on the basis of "days", whereas under the new scheme the basis is "weekly"

TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, NOVEMBER 1955

Province and Sex	Duration on the Register (weeks)									November 30, 1954 Total
	Total*	1	2	3-4	5-8	9-12	13-16	17-20	over 20	
CANADA.....	219,786†	83,482	26,057	15,759	30,715	9,732	6,732	20,305	6,732	306,609
MALE.....	162,252	68,737	21,159	18,984	20,068	11,271	5,416	3,882	12,735	234,791
FEMALE.....	57,534	14,745	4,898	6,775	10,179	6,444	4,073	2,850	7,570	71,818
Newfoundland.....	5,264	2,130	758	702	700	345	199	111	319	5,445
Male.....	4,859	2,022	711	668	636	308	171	99	244	5,173
Female.....	405	108	47	34	64	37	28	12	75	272
Prince Edward Island....	1,005	414	105	117	131	78	30	38	92	1,279
Male.....	798	361	95	94	94	51	16	28	59	1,032
Female.....	207	53	10	23	37	27	14	10	33	247
Nova Scotia.....	11,547	3,746	1,078	1,273	2,030	1,060	662	518	1,180	14,122
Male.....	9,876	3,412	943	1,072	1,669	860	514	435	971	12,402
Female.....	1,671	334	135	201	361	200	148	83	209	1,720
New Brunswick.....	9,603	3,164	1,453	1,171	1,533	825	479	312	666	12,341
Male.....	7,728	2,710	1,236	900	1,174	630	372	245	461	10,109
Female.....	1,875	454	217	271	359	195	107	67	205	2,232
Quebec.....	64,152	22,925	6,692	7,712	9,834	5,625	3,008	2,103	6,253	92,844
Male.....	44,653	18,038	5,136	5,409	6,367	3,477	1,582	1,088	3,556	67,412
Female.....	19,499	4,887	1,556	2,303	3,467	2,148	1,426	1,015	2,697	25,432
Ontario.....	64,155	23,388	6,146	6,731	8,864	5,967	3,163	2,332	7,564	110,175
Male.....	43,546	17,766	4,466	4,529	5,556	3,642	1,626	1,243	4,718	83,921
Female.....	20,609	5,622	1,680	2,202	3,308	2,325	1,537	1,089	2,846	26,254
Manitoba.....	11,225	4,112	1,453	1,593	1,523	825	464	271	984	14,415
Male.....	8,067	3,286	1,192	1,149	882	519	255	146	638	10,339
Female.....	3,158	826	261	444	641	306	209	125	346	4,076
Saskatchewan.....	8,602	3,201	1,573	1,212	989	427	236	158	506	7,481
Male.....	7,063	2,879	1,082	1,025	683	241	132	81	340	6,156
Female.....	1,539	322	191	187	306	186	104	77	166	1,325
Alberta.....	12,870	6,204	1,993	1,602	1,238	641	311	233	648	13,841
Male.....	10,432	5,505	1,771	1,286	777	353	159	134	447	11,036
Female.....	2,438	699	222	316	461	288	152	99	201	2,805
British Columbia.....	31,363	14,198	4,506	3,646	3,405	1,922	937	656	2,093	34,666
Male.....	25,230	12,758	3,927	2,852	2,230	1,190	589	383	1,301	27,211
Female.....	6,133	1,440	579	794	1,175	732	348	273	792	7,455

*Disability cases included in totals: November 30, 1955: 2,238 (1,427 males and 811 females); November 30, 1954: 2,768 (1,967 males and 801 females).

†This total is comparable to former totals of ordinary, short-time and temporary lay-off claimants. Claimants are no longer designated as "short-time" or "temporary lay-off", since the provision respecting "allowable earnings" is the same for all claimants, whether or not the employment is with a regular employer.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES,
NOVEMBER 1955**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending at end of month)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	4,372	3,324	1,048	3,347	1,708	1,639	1,833
Prince Edward Island.....	728	491	237	573	383	190	244
Nova Scotia.....	6,567	4,012	2,555	5,645	3,670	1,975	2,127
New Brunswick.....	6,466	4,329	2,137	5,494	3,351	2,143	2,050
Quebec.....	41,884	26,463	15,421	35,638	24,897	10,741	13,999
Ontario.....	43,708	27,247	16,461	38,340	26,206	12,134	13,096
Manitoba.....	9,063	6,079	2,984	7,646	5,141	2,505	2,192
Saskatchewan.....	7,377	5,044	2,333	5,501	3,583	1,918	2,606
Alberta.....	11,595	7,440	4,155	8,429	5,968	2,461	4,191
British Columbia.....	27,997	16,646	11,351	23,089	17,737	5,352	7,799
Total Canada, November, 1955.....	159,757*	101,075	58,682	133,702†	92,644	41,058	50,137
Total Canada, October, 1955.....	94,744	57,307	37,437	90,778	62,600	28,178	24,082
Total Canada, November, 1954.....	187,744	114,198	73,546	170,406	140,075	30,331	48,751

* In addition, revised claims received numbered 14,546.

† In addition, 13,996 revised claims were disposed of. Of these, 1,497 were special requests not granted and 853 were appeals by claimants. There were 2,307 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1954—October.....	3,257,000	3,069,300	187,700
November.....	3,249,000	3,039,900	209,100
December.....	3,310,000	3,035,500	274,500
1955—January.....	3,393,000	2,961,200	431,800†
February.....	3,409,000	2,865,600	543,400†
March.....	3,435,000	2,856,400	578,600†
April.....	3,427,000	2,863,700	563,300†
May.....	3,224,000	2,905,500	318,500
June.....	3,222,000	3,012,300	209,700
July.....	3,268,000	3,110,900	157,100
August.....	3,281,000	3,141,000	140,000
September.....	3,322,000	3,182,200	129,800
October.....	3,328,000	3,197,700	130,300

* Ordinary claimants having an unemployment register in the live file on last working day of preceding month.

† Includes supplementary benefit claimants.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commod- ities and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1955—January.....	116.4	112.1	128.4	108.1	117.1	118.2
February.....	116.3	111.5	128.5	108.1	117.1	118.3
March.....	116.0	110.7	128.6	108.0	117.0	118.3
April.....	116.1	111.0	128.7	107.9	116.9	118.2
May.....	116.4	112.3	128.8	107.9	116.1	118.3
June.....	115.9	111.0	129.2	107.8	116.1	117.8
July.....	116.0	111.5	129.6	107.8	115.8	117.7
August.....	116.4	112.1	129.8	107.8	115.8	118.0
September.....	116.8	113.7	130.0	107.8	115.9	117.9
October.....	116.9	113.5	130.2	107.8	116.1	118.1
November.....	116.9	113.0	130.6	107.9	116.5	118.3
December.....	116.9	112.4	131.0	108.5	116.6	118.3
1956—January.....	116.8	111.5	131.3	108.6	116.5	119.0

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA
AT THE BEGINNING OF DECEMBER, 1955**

(1949 = 100)

Source: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	House- hold Operation	Other Com- modities and Services
	Dec. 1st, 1954	Nov. 1st, 1955	Dec. 1st, 1955					
(1) St. John's, Nfld.....	102.9	104.6	104.5	100.5	109.7	100.5	103.2	110.9
Halifax.....	114.5	114.9	114.7	105.7	124.9	114.5	119.7	119.2
Saint John.....	117.5	117.6	117.7	110.9	137.5	116.2	117.2	124.1
Montreal.....	117.0	117.1	116.7	113.9	136.1	108.0	115.2	116.6
Ottawa.....	117.0	117.7	117.8	110.5	135.9	111.6	116.5	120.8
Toronto.....	118.8	119.0	118.9	110.2	147.7	110.8	115.2	118.8
Winnipeg.....	115.5	116.9	116.9	113.5	126.9	113.1	114.1	119.2
Saskatoon—Regina.....	113.9	115.6	115.7	113.7	118.1	114.7	116.9	116.0
Edmonton—Calgary.....	115.0	115.1	115.1	111.5	121.1	112.9	115.8	117.6
Vancouver.....	118.3	118.6	120.3	115.9	128.0	112.8	131.0	119.6

N.B.—Index above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-DECEMBER,
1954, 1955†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1955*						
January.....	16‡	16	11,106‡	11,106	218,145	0.26
February.....	4	11	90	2,587	20,055	0.02
March.....	7	11	1,778	1,956	13,971	0.02
April.....	16	22	1,821	2,683	25,912	0.03
May.....	9	17	2,237	3,200	40,550	0.05
June.....	21	29	4,510	5,664	47,355	0.06
July.....	19	32	7,869	10,913	96,335	0.12
August.....	14	25	2,494	6,442	92,525	0.11
September.....	16	32	17,957	22,547	212,400	0.25
October.....	11	21	4,737	23,368	378,760	0.45
November.....	11	24	1,624	21,296	379,200	0.45
December.....	4	15	1,179	17,720	340,410	0.41
Cumulative totals.....	148		57,402		1,865,618	0.19
1954						
January.....	26‡	26	10,644‡	10,644	157,074	0.19
February.....	8	20	779	4,686	52,250	0.06
March.....	12	18	1,184	1,799	14,625	0.02
April.....	24	34	1,651	2,297	25,081	0.03
May.....	8	22	2,062	3,400	31,810	0.04
June.....	20	32	9,502	10,192	86,715	0.10
July.....	16	30	4,461	6,658	54,146	0.06
August.....	8	20	1,207	3,959	48,210	0.06
September.....	14	21	8,597	9,815	127,582	0.15
October.....	21	30	17,965	26,279	310,003	0.37
November.....	11	24	3,897	20,645	326,843	0.39
December.....	6	17	301	12,174	240,861	0.29
Cumulative totals.....	174		62,250		1,475,200	0.15

* Preliminary figures.

‡ Strikes unconcluded at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, DECEMBER 1955 (1)

Industry, Occupation Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (2)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to December 1955					
MINING Gypsum quarry workers, Hantsport and Wentworth, N.S.	2	400	2,000	Nov. 30	Protesting suspension of a worker for cause; concluded December 6; return of work- ers; in favour of employer.
MANUFACTURING— <i>Metal Products</i> — Structural steel fabricators, Sault Ste. Marie, Ont.	1	(3) 130	2,700	Aug. 19	For a new agreement providing for increased wages and job evaluation plan, following reference to conciliation board; unconcluded.
Motor vehicle and parts, diesel locomotive, stove, refrigerator and air conditioning factory workers, London, Oshawa, St. Catharines, Toronto and Windsor, Ont.	5	13,800	286,000	Sep. 19	For a new agreement providing for increased wages, term of agreement, form of guaran- teed annual wage and fringe benefits, including extension of insurance and pension plans, following reference to conciliation board; uncon- cluded.
Wire and cable factory workers, Toronto, Ont.	1	1,000	21,000	Sep. 30	For a new agreement providing for increased wages, follow- ing reference to conciliation board; partial return of workers; unconcluded.
Motor truck factory office workers, Chatham, Ont.	1	(4) 173	690	Oct. 20	For a new agreement providing for increased wages and time-and-one-half for over- time, following reference to conciliation board; concluded December 6; negotiations; compromise.
Steel fabricators and erectors and mining machinery factory workers, London, Port Robinson and Welland, Ont.	3	442	9,200	Oct. 26	For a new agreement providing for increased wages, reduced hours from 42½ to 40 per week with same take-home pay, pension and welfare plans, Rand formula for union dues and fringe bene- fits, pending reports of con- ciliation boards; unconcluded
Metal stamping factory workers, La Salle, Ont.	1	110	220	Nov. 26	Alleged discrimination in lay- off of workers; concluded December 2; negotiations; in favour of workers.
<i>Non-Metallic Minerals, Chemicals, etc.</i> — Fibrous glass factory workers, Sarnia, Ont.	1	336	4,000	Oct. 6	For a new one-year agreement providing for increased wages, seniority, fringe bene- fits and extension of pension and welfare plans, following reference to conciliation board; concluded December 16; negotiations; compro- mise.
Chemical factory workers, Palo, Sask.	1	27	535	Oct. 22	For a new agreement providing for increased wages, shift differential and reduced hours from 44 to 40 per week with same take-home pay; unconcluded.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, DECEMBER 1955 ⁽¹⁾

Industry, Occupation Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (2)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to December 1955—Concluded					
Miscellaneous— Chrome furniture factory workers, Toronto, Ont.	1	70	1,470	Nov. 10	For a union agreement pro- viding for increased wages, following reference to con- ciliation board; unconcluded.
CONSTRUCTION— Buildings and Structures— Carpenters, Dryden, Ont.	1	.....	.....	Nov. 8	For a union agreement pro- viding for increased wages, reduced hours from 49½ to 44 per week with same take- home pay, union shop, four per cent vacation pay and pay for board and room; later information indicates concluded November 25; negotiations; compromise.
TRANSPORTATION AND PUBLIC UTILITIES— Water— Seamen, Saint John, N.B.	1	53	580	Oct. 1	For a new agreement providing for increased wages and overtime rates, following reference to conciliation board; concluded December 15; conciliation, federal, and return of workers pending further negotiations; in- definite.
Strikes and Lockouts Commencing During December 1955					
MANUFACTURING— Vegetable Foods, etc.— Sugar refinery workers, Saint John, N.B.	1	(5) 676	10,800	Dec. 7	For implementation of award of conciliation board for reduced hours from 48 to 44 per week with same take- home pay, union shop and revisions in seniority clauses; concluded December 24; negotiations; compromise.
Textiles, Clothing, etc.— Cotton factory workers, Drummondville, Que.	1	(6) 64	445	Dec. 21	Protesting replacement of a fixer who did not report for work; unconcluded.
Metal Products— Auto parts factory workers, Windsor, Ont.	1	420	450	Dec. 13	Dispute <i>re</i> machine set-up; concluded December 14; negotiations; compromise.
TRADE— Pipe fitting and sprinkler equipment jobbers, Vancouver, B.C.	1	19	320	Dec. 7	For a union agreement pro- viding for increased wages, welfare plan and extension of vacation plan, following reference to conciliation board; unconcluded.

⁽¹⁾ Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

⁽²⁾ In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

⁽³⁾ 45 indirectly affected; ⁽⁴⁾ 535 indirectly affected; ⁽⁵⁾ 164 indirectly affected; ⁽⁶⁾ 29 indirectly affected.

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Effects of Plant Expansion, 1955 (p. 272)

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manpower and labour relations

REVIEW

Economics and Research Branch, Department of Labour, Canada

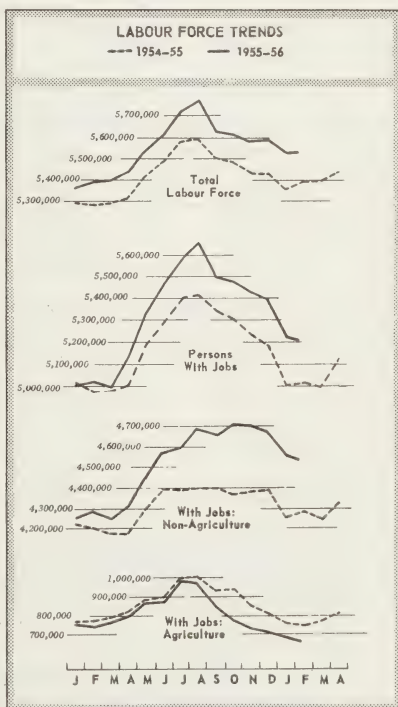
Current Manpower Situation

TOTAL employment declined less this winter than it usually does at this time of year. The underlying trend of employment remained strong despite the disrupting effects of strikes and bad weather. The number of unemployed rose by no more than the usual amount and remained well below last year's. Output and employment in the construction industry has shown a strong recovery in the past year and there are prospects of further gains in 1956.

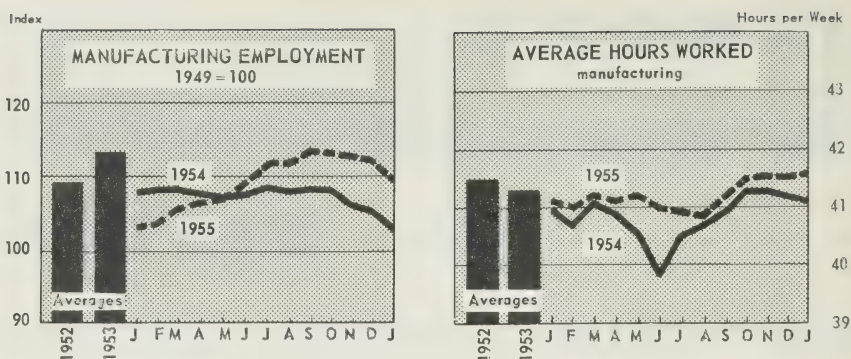
In the week of February 18, there were an estimated 5,216,000 persons with jobs, some 15,000 fewer than a month before but 204,000 more than a year earlier. The number of persons without jobs and seeking work (308,000) represented 5.6 per cent of the labour force, compared with 7 per cent in February 1955 and 6 per cent in February 1954. The number registered for employment at National Employment Service offices, 515,000, was also significantly smaller in February this year than in February 1955 and 1954.

The labour force estimates, when adjusted for seasonal variations, indicate that employment in the last quarter of 1955 and the first quarter of 1956 was not rising as rapidly as earlier in the recovery phase but that the rate of increase was still substantial.

Non-farm employment, seasonally adjusted, was still rising



A Monthly Labour Gazette Feature



steeply, although here too there was some slowing down in the rate of improvement. This series continued to increase more quickly than the total number of persons with jobs. Labour force survey estimates suggest that there has been a transfer of at least 50,000 workers out of agriculture between February 1955 and February 1956.

Unemployment rose by no more than the usual amount in February, and the level remained below that of the two preceding years. The improvement was most evident in larger centres, reflecting the large amount of rehiring that has occurred in manufacturing and construction over the year. At March 1, only three of the twelve metropolitan areas were classified in the substantial labour surplus category compared with seven a year earlier.

The increase in employment was widespread, although there was considerable variation between regions. Year-to-year gains of 6 per cent were recorded in the two western regions, largely as a result of the relatively high levels of construction activity. Scarcity of certain construction skills had already appeared in a number of areas. In British Columbia, a severe shortage of dairy farm hands was attributed to the heavy demand for workers in the construction industry.

It is noteworthy that women accounted for almost one-third of the total employment gain during 1955, which means that the proportionate increase in the number of women with jobs was substantially greater than that of men. This development appears to be the continuation of a long-term trend, for examination of manpower statistics for the past several years shows that the growth in the number of women workers has been proportionately greater than that of men. One result has been that the proportion of women in the total labour force has increased from 21.3 per cent in 1948 to 22.6 per cent in 1955. Almost all the additions during this period have been married women, and the proportion of these to all female workers increased from 27 to 37 per cent during the past seven years.

The increasing proportion of women in the labour force is a result of the growing importance of distribution and service industries as a source of demand for labour. This trend has been evident in both Canada and the United States, although it has been less pronounced in this country. Employment in this group of industries has grown from 36 per cent of the total in the 1930's to 47 per cent in 1955. Most of the increase occurred in the post-war period.

The long-run development in the other employment sectors is the product of two distinct trends. Employment in goods-producing industries other than agriculture increased at a rate almost as great as that for the distribution and service industries until the Korean War. In 1945, however, the goods-producing industries recorded a sharp employment drop followed by an equally sharp rise in 1955. As a proportion of total employment, this group reached a high of 40 per cent in 1951, dropping to 38 per cent in 1955.

Employment in agriculture has been falling steadily since 1939, except for a temporary increase in 1954. By 1955 agriculture accounted for only 15 per cent of total employment, compared with 36 per cent in 1939.

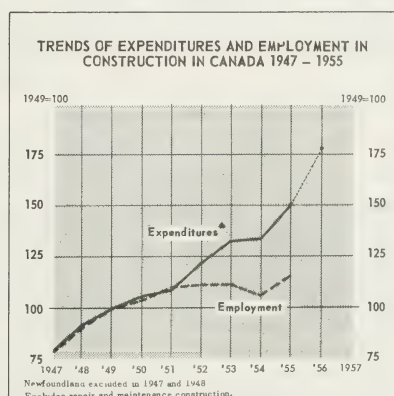
Outlook for the Construction Industry

One of the major factors contributing to the high employment throughout Canada during the past year is the record volume of new construction. The increase in employment has not been as rapid as the increase in the volume of construction because mechanization in the industry has been growing and construction methods have improved, and because the trend has been gradually to types of construction requiring relatively less labour. At the August peak, 432,000 persons were estimated to have jobs in the industry, compared with 390,000 in August 1954 and 409,000 in August 1953, the previous peak.

The outlook for construction in 1956 is the strongest on record. According to the annual survey of the Department of Trade and Commerce, investment plans for the coming year, if realized, will result in a 21-per-cent increase in expenditures on construction. The main stimulus behind this ambitious program is the need for additional capacity in the production and distribution of commodities and raw materials. Consequently, industrial building and construction of an engineering type account for most of the increase.

The current construction boom appears to be the beginning of the third period of rapid growth since the end of the Second World War. In the immediate post-war years, business and residential construction expanded to take care of the war-time backlog; another round of expansion, largely in industrial and defence industries, was sparked by the Korean crisis in 1951. During 1955 the sustained demand for new housing and consumer durables, together with the beginning of a large number of resource development projects and an increased highways program, started another round of construction expansion.

The current acceleration is spread through all sectors of the industry, although the employment increase was more moderate in the



Source: Private and Public Investment in Canada, Outlook 1956, Department of Trade and Commerce. Labour Force Survey, Dominion Bureau of Statistics.

buildings and structures sector than in highways, bridges and streets. This gain reflects the high level of engineering contracts awarded during 1955; the value of contracts in this sector was more than double that for 1954 and amounted to 26 per cent of the total. The increase in this type of construction is the result of such large projects as the St. Lawrence Seaway, the opening of the Blind River uranium ore properties, the DEW line of radar warning stations, the Chibougamau railway line, building at Camp Gagetown, further expansion at Kitimat, the Bersimis hydro-electric development and the Trans-Mountain gas pipeline from the Peace River district to Vancouver. Work on all of these projects will continue through 1956.

Increases in the industrial sector have been almost as great as in engineering. Heavy demand for most basic materials led to an expansion of capacity in the iron and steel, chemicals, aluminum and other metal industries and in the non-metallic mineral products and pulp and paper industries. Most of the increases in this sector are concentrated in the Pacific, Ontario and Quebec regions.

Residential construction has continued its role as one of the basic employment strengths in the economy. In 1955, the annual volume of new home construction continued the steady growth of the past few years. The volume of new residential construction was about 20 per cent higher than in 1954. Large increases in the Pacific, Quebec and Ontario regions were partially offset by declines in Alberta and Saskatchewan. At the end of 1955 the number of new housing units under construction was 16 per cent higher than a year earlier. Some decline in starts has been anticipated for 1956 but recent changes in the interest rate on loans guaranteed by the Central Mortgage and Housing Corporation may stimulate house-building by increasing the supply of mortgage funds.

The supply of construction labour has been generally adequate during the past year despite the high level of activity. This may be partly because the increase was concentrated in the engineering section, where labour requirements are largely for unskilled and semi-skilled workers. The shortage of engineers increased, however, and by mid-summer 1955, shortages of carpenters, bricklayers, cement finishers and other construction tradesmen had also appeared in most parts of the country. However, because sufficient unskilled workers were available, work was not seriously delayed by labour shortages. Labour supplies may be tighter in 1956, since scarcities of particular skills are already beginning to appear.

The supply of materials may well be an important factor limiting the extent of the increase in construction in 1956. Material shortages, particularly of structural steel and cement, delayed work on a number of jobs last year and the increase in domestic capacity has not been great enough to supply the needs of this year's program. Its successful completion will depend to a considerable extent on the availability of imported construction materials.

Labour-Management Relations

SIGNIFICANT negotiations were in progress during the past month in several sections of the transportation, primary steel and mining industries. Union demands for wage increases remained the major bargaining issue in these and in other current contract negotiations. In most cases, demands for fringe benefits, such as improved pension and welfare plans, statutory holidays and vacations, accompanied requests for wage increases. Some settlements, affecting employees in the transportation, mining, metal products, textiles and service industries, were reported during the month.

No major work stoppage occurred since the settlement of the automobile strike last month. At mid-March, only a few stoppages, involving relatively small numbers of workers, were in existence.

Current Negotiations and Settlements

Primary Steel – Contract negotiations got under way in February between the Steel Company of Canada and Local 1005 of the United Steelworkers of America, representing workers at the Hamilton plants of the company. Other locals of the steelworkers' union are scheduled to bargain soon over contract terms at other plants of the company elsewhere in Ontario and Quebec.

The union requested a substantial wage increase and increased skill differentials and shift premiums. Other union demands include the following; a supplemental unemployment benefit plan; changes in the pension plan to provide a minimum pension of \$100 per month at age 65 and after 20 years of service, on a non-contributory basis; statutory holidays to be paid whether or not they fall on a workday; reduced service requirements for the second and third week of paid vacation and a fourth week after 25 years of service.

Contracts between other locals of the same union and the other two major steel producers, Algoma Steel Corporation, Sault Ste. Marie, and Dominion Iron and Steel Limited, Sydney, terminate soon. No proposal for contract changes had been reported at the time of writing.

Transportation – Collective bargaining activities were under way in most sections of the transportation industry, including the railways, water transport, and truck transportation.

Steam Railways – Formal hearings were concluded early in March by the conciliation board dealing with the dispute between the railways and unions representing 140,000 non-operating employees.

Federal conciliation services have been requested in the dispute between the Canadian Pacific Railway Company and its buffet, cafe and dining car employees, represented by the Brotherhood of Railroad Trainmen. The union is seeking a wage increase and other benefits.

Negotiations between the railway companies and unions representing operating employees—engineers, firemen, conductors and trainmen—were scheduled to begin in the near future (L.G., Feb., p. 142).

Water Transport – Differences between the Association of Lake Carriers and the Seafarers' International Union were being dealt with by a board of conciliation. Two boards of conciliation have also been established following negotiations between the carriers, the Canadian Merchant Service Guild and the National Association of Marine Engineers.

Truck Transportation – A board of conciliation has effected a settlement in the dispute between trucking firms, represented by the Motor Transport Industrial Relations Bureau, and the International Brotherhood of Teamsters' locals in Toronto, Hamilton and Windsor. Under the proposed terms of settlement, some 6,000 workers will receive a wage increase of 11 cents distributed over a period of two and one-half years. Employees at Toronto and Hamilton are to get a further increase of 2 cents per hour. Management has agreed to contribute to a health plan, details of which are to be worked out by both parties later.

A three-year contract was agreed to in Vancouver by the Motor Transport Labour Relations Council and a local of the International Brotherhood of Teamsters. Wage rates will be increased at the rate of 7 cents this year, 7 cents next year and a further 6 cents in 1958. A health and welfare plan, an additional paid holiday and an improved vacation plan are also provided in the new agreement.

Other Transportation – An agreement was reached between Canadian Pacific Air Lines and the Canadian Air Line Flight Attendants' Association covering plane stewardesses. The new contract provides a general salary increase of \$7.00 per month. One of the major issues in the protracted negotiations was the union's objection to the company hiring foreign stewardesses on certain overseas flights. The Canada Labour Relations Board ruled that the union has authority to bargain for stewardess personnel on flights into Canada from foreign countries and from Canada to foreign countries.

Hospitals – Settlements have been reached covering service employees in a number of hospitals in British Columbia and Quebec.

Under the terms of an arbitration award, some 1,100 workers at the Vancouver General Hospital obtained a wage increase of 3 cents per hour, retroactive to January of this year, and a further 2 cents effective next year. The new agreement between the hospital management and the Hospital Employees' Federal Union (TLC) also provides a contributory medical plan.

The Montreal Nurses' Alliance, a CCCL-affiliated union, has signed a new collective agreement with the management of five hospitals in the Montreal area. Salaries of graduate nurses are increased by \$15.00 per month and a union security clause has been granted to the syndicate. The National Catholic Federation of Services, Inc. (CCCL) also reported settlements covering service workers in six other hospitals in the Province of Quebec. Wage increases and, in some cases, reductions in the number of hours of work were included in the new agreements.

Clothing – Following a brief strike, the Amalgamated Clothing Workers of America reached a settlement with the Associated Clothing Manufacturers of the Province of Quebec, Inc., affecting more than 2,000 clothing workers in Montreal. Under the terms of settlement, wage

rates were increased by 7½ cents per hour; an additional 2½-cent-increase will become effective next June.

Primary Textiles — An agreement was reached between the Textile Workers' Union of America and York Knitting Mills Limited, covering more than 1,300 workers in seven Ontario plants. The present wage scale is to remain in effect and the company has agreed not to change wage rates for a job unless there is a change in the job.

Long-standing differences between the Dominion Textile Co. Limited and the National Textile Federation (CCCL), affecting various plants in Quebec, had not been settled at the middle of March. A strike vote has been taken among employees at Magog.

Work Stoppages

Time lost through work stoppages during February declined, compared with the previous month, but was at a much higher level than during February last year. The strike of automobile workers, which was settled in mid-February, accounted for most of the time lost. Totals for the three periods are as follows:

	Number of Work Stoppages	Number of Workers Involved	Number of Man-days Lost
February 1956	22	20,144	234,795
January 1956	13	17,335	338,340
February 1955	12	2,843	20,669

Wage Rates in Municipal Government Service

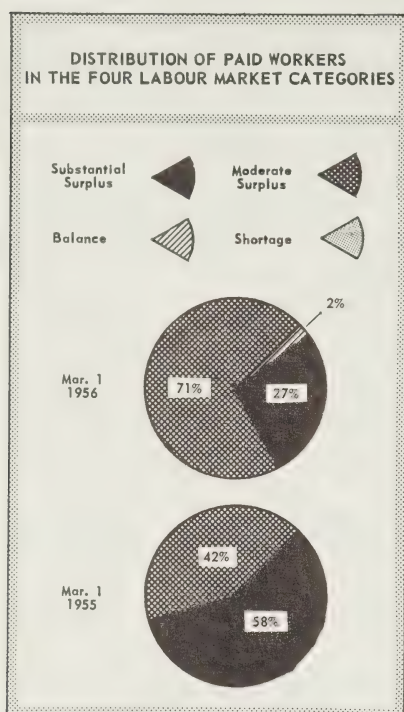
The accompanying table gives the maximum basic salary rates for first class police constables and firefighters and wage rates for labourers in the Works Departments in six large cities for the years 1953, 1954 and 1955. The rates shown are those in effect at October 1, the date of the Department's annual survey of wage rates in Canada. A table showing 1955 rates in 74 cities will be published in an early issue of the *Labour Gazette*.

In most cases, police and firefighter salaries increased from 5 to 7 per cent over the three years, with slightly higher percentage increases in wage rates for labourers.

Wage Rates in Municipal Government Service in Six Cities,
October 1, 1953, 1954, 1955.

Municipality	Police Constable Maximum Basic Salary			Firefighter Maximum Basic Salary			Labourer (Works Department Only)		
	1953 Per Year	1954 Per Year	1955 Per Year	1953 Per Year	1954 Per Year	1955 Per Year	1953 Rate Per Hour	1954 Rate Per Hour	1955 Rate Per Hour
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Halifax	3,000	3,180	3,180	3,000	3,180	3,180	1.06-1.27	1.17 -1.27	1.17-1.27
Montreal ...	3,481	3,502	3,673	3,481	3,502	3,673	1.02-1.12	1.12 -1.32	1.12-1.32
Toronto	3,775	3,900	4,000	3,782	3,932	4,071	1.37½	1.44	1.49
Winnipeg ..	3,480	3,480	3,696	3,480	3,480	3,564	1.12-1.19	1.12 -1.27	1.12-1.29
Edmonton..	3,402	3,628	3,785	3,282	3,616	3,745	1.25-1.31	1.30 -1.33	1.30-1.39
Vancouver..	3,948	3,948	4,188	3,948	4,068	4,128	1.41-1.56	1.49½-1.60½	1.52-1.63

Manpower Situation in Local Areas



S MALL employment declines in seasonal activities continued during February in most local areas but these were partially offset by increased employment in other industries. Labour market classifications changed in only four areas; three were reclassified from the moderate to the substantial labour surplus category and one was reclassified from the substantial to the moderate surplus category. At March 1, classification of the 109 local labour market areas was as follows (last year's figures in brackets): in balance, 5 (0); in moderate surplus, 53 (45); in substantial surplus, 51 (64).

Year-to-year improvements in labour market classifications were concentrated in the larger centres. Only three metropolitan areas were in the substantial surplus category this year, compared with seven a

year earlier. The improvement was also reflected in the percentage of paid workers in each of the categories. This year 27 per cent of total paid workers were in areas with a substantial surplus at March 1, compared with 58 per cent a year ago.

There were no changes in labour market classifications in the Atlantic, Quebec or Ontario regions although labour surpluses increased slightly in most areas. Three areas in the Prairies moved from the moderate to the substantial surplus category, while the Vancouver—New Westminster area was reclassified from the substantial to the moderate category.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Mar. 1 1956	Mar. 1 1955	Mar. 1 1956	Mar. 1 1955	Mar. 1 1956	Mar. 1 1955	Mar. 1 1956	Mar. 1 1955
Metropolitan	3	7	8	4	—	—	—	—
Major Industrial	12	15	15	12	—	—	—	—
Major Agricultural	5	7	9	7	—	—	—	—
Minor	31	35	21	22	5	—	—	—
Total	51	64	53	45	5	—	—	—

*See inside back cover October 1955 *Labour Gazette*.

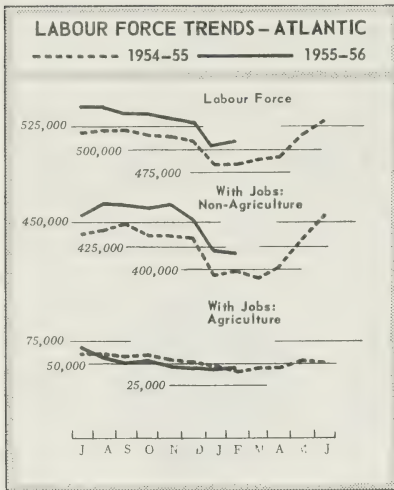
CLASSIFICATION OF LABOUR MARKET AREAS,

March 1, 1956

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec - Lévis St. John's Winnipeg	Calgary Edmonton Hamilton Montreal Ottawa - Hull Toronto → YANCOUVER - NEW WESTMINSTER Windsor		
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Cornwall Farnham - Granby → FORT WILLIAM - PORT ARTHUR Joliette Lac St. Jean Moncton New Glasgow Oshawa Shawinigan Falls Sydney Trois Rivières	Brantford Guelph Halifax Kingston Kitchener London Niagara Peninsula Peterborough Rouyn - Val d'Or Saint John Sarnia Sherbrooke Sudbury Timmins - Kirkland Lake Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)	Charlottetown Lethbridge Rivière du Loup Thetford - Megantic - St. Georges ← YORKTON	Barrie Brandon Chatham Moose Jaw North Battleford Prince Albert Red Deer Regina Saskatoon		
MINOR AREAS (labour force 10,000 - 25,000)	Beauharnois Central Vancouver Island Chilliwack Bathurst Bracebridge Bridgewater Campbellton Dagupan Drummondville Edmundston Gaspé Grand Falls Kentville Kamloops ← MEDICINE HAT Montreal Newcastle Okanagan Valley Owen Sound Portage la Prairie Quebec North Shore Rimouski Sorel Ste. Agathe - St. Jerôme St. Stephen Summerside Truro Valleyfield Victoriaville Woodstock, N.B. Yarmouth	Bellefleur - Trenton Cranbrook Dawson Creek Drumheller Fredericton Goderich Lachute - Ste. Thérèse Lindsay Listowel North Bay Pembroke Prince George Prince Rupert Sault Ste. Marie Simcoe St. Hyacinthe St. Jean Swift Current Trail - Nelson Walkerton Weyburn	Brampton Galt Stratford St. Thomas Woodstock - Ingersoll	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

ATLANTIC



TOTAL employment in the Atlantic region did not change during February. Usually a small seasonal decline in employment occurs during the month but because of the unseasonal weather in January, most of the normal seasonal decline occurred at that time. Unemployment increased slightly as a result of a small increase in the labour force. At February 18, an estimated 462,000 persons had jobs, the same number as a month earlier but 24,000 more than a year earlier. Bad weather continued to hamper outdoor activities in many parts of the region, construction and woods operations suffering

most. Some logging establishments that had closed down in January resumed operations in February but at lower levels, except in Newfoundland, where logging employment rose during the month.

Total industrial employment continued at a higher level than a year earlier. Forestry in New Brunswick and Newfoundland and construction in New Brunswick were principally responsible for the improvement. Since logging is the leading industry in large sections of New Brunswick during the winter months, the year-to-year increase in forestry employment, amounting to 28 per cent at January 1, was particularly significant. The pickup in logging stimulated other activities too, such as retail trade, which showed a year-to-year employment increase of 7 per cent in New Brunswick. In Nova Scotia, employment in retail trade continued to be slightly lower than a year earlier. Manufacturing employment showed very little year-to-year change except in Nova Scotia, where a slight improvement occurred as a result of strengthening in the iron and steel and railway rolling stock industries. Coal-mining employment was slightly higher than last year and appeared to have become more stable than at any time in the past two years.

There was no change in the classification of the 21 areas in the region. At March 1, it was as follows: (last year's figures in brackets): in moderate surplus, 3 (4); in substantial surplus, 18 (17).

Local Area Developments

St. John's (metropolitan). Remained in Group 1. Employment and unemployment changed very little during the month. Log-hauling operations proceeded without difficulty as weather conditions improved. There was very little construction activity but indications were that employment would increase sharply in this industry as soon as weather permitted. Total employment continued at a higher level than a year earlier.

QUEBEC

FOLLOWING the usual pattern for this time of year, total employment in the Quebec region declined further during February. The decline occurred entirely in non-farm industries; employment in agriculture rose slightly. At February 18, 1956, the number of persons with jobs was estimated at 1,441,000, a decrease of 15,000 from January 21, 1956, but an increase of 34,000 from February 19, 1955.

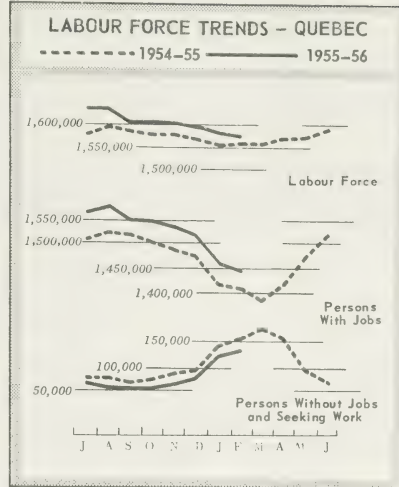
Labour surpluses increased in logging areas, where cutting operations were drawing to a close. Some layoffs continued in construction and trucking but the seasonal surpluses of skilled construction workers continued to be smaller than in the winter of 1955. Shoe and clothing industries recorded a seasonal increase in activity and most of the employees who had been laid off were being recalled. Shortages of civil, mechanical and electrical engineers and draughtsmen increased during February.

The increase in labour surpluses occurred largely in areas that were already classified in the substantial labour surplus category in January and consequently there were no changes in area classification during the month. At March 1, classification of the 24 labour market areas in the region was as follows (last year's figures in brackets): in moderate surplus, 6 (3); in substantial surplus, 18 (21).

Local Area Developments

Montreal (metropolitan). Remained in Group 2. Labour surpluses increased seasonally in Montreal during February. The largest increase occurred in trucking and construction, although the number of idle construction workers remained much lower than in March 1955. Employment increased seasonally in the shoe and clothing industries and the situation in the railway rolling stock industry improved as steel shortages eased slightly. Shortages of engineers and draughtsmen increased during the month. The supply of executive and professional personnel declined slightly while demand increased.

Quebec-Lévis (metropolitan). Remained in Group 1. Employment decreased further during February. Loggers and construction workers accounted for most of the surplus. In Quebec, the surplus of unskilled was greater than that of skilled construction workers; in Lévis, however, the surplus of skilled construction workers decreased. The clothing and shoe industries began rehiring workers and there was some shortage of female shoe stitchers. Hairdressers were also in demand.

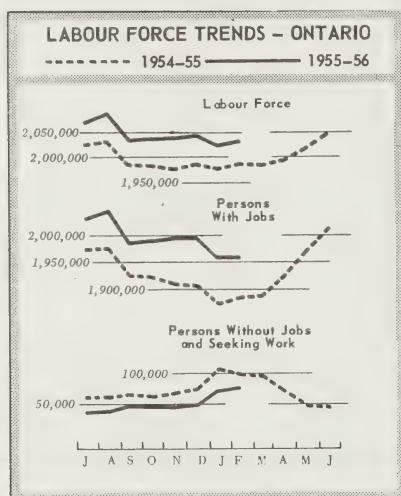


Lac St. Jean (major industrial). Remained in Group 1. Most of the aluminium workers laid off in January because of hydro-electric power shortages were still without work and this, together with the usual seasonal decline in logging, brought unemployment in the area above last year's.

Rivière du Loup (major agricultural). Remained in Group 1. Registrations for employment increased seasonally as wood-cutting operations drew to a close.

Gaspé and Rimouski (minor). Remained in Group 1. Employment declined sharply following the termination of wood-cutting operations. Registrations for employment, however, remained below last year's.

ONTARIO



EMPLOYMENT in Ontario remained unchanged during February. Persons with jobs at February 18 totalled 1,954,000, unchanged from the previous month but about 68,000 more than in February 1955. Unemployment increased slightly as a result of a small increase in the labour force but remained well below last year's.

The winter peak of unemployment appears to have been passed during February; declines in outdoor activity were largely offset by increases in manufacturing. Heavy snows and cold weather resulted in some further decline in construction employment and by

the month-end some tobacco plants had completed this year's processing. There were also short-term layoffs in the automobile industry at the beginning of the month but workers had all been recalled by the end of February and the General Motors plants gradually began recalling their workers after the strike settlement. The heavy manufacturing industries continued to operate at capacity, the supply of engineers, draftsmen, machinists, and tool and die makers becoming tighter. Most consumer goods industries were busy and clothing manufacturers were beginning production of spring lines.

Employment shifts were not sufficient to change the classification of any of the 34 areas during the month; at March 1, the classification was as follows: (last year's figures in brackets) in balance, 5 (0); in moderate surplus, 25 (22); in substantial surplus, 4 (12).

Local Area Developments

Hamilton (metropolitan). Remained in Group 2. Unemployment increased slightly during the month but was still about 30 per cent lower than a year earlier. Nearly all manufacturing industries operated at capacity. Shortages of engineers, skilled metal tradesmen and trained electronic

personnel were becoming more serious and delayed the beginning of some heavy production. Rubber tire production was cut back slightly to adjust to heavy inventory accumulations during the General Motors strike.

Ottawa - Hull (metropolitan). Remained in Group 2. There was a small seasonal increase in unemployment, particularly among unskilled construction workers, during February. Demand for professional workers and qualified office workers continued strong.

Toronto (metropolitan). Remained in Group 2. The peak in winter unemployment appears to be past. Clothing firms recalled workers during February in order to begin production of spring lines. Further seasonal declines in construction were offset by gains in manufacturing. Employment in the heavy industries was still increasing; the supply of engineers, draftsmen and skilled metal tradesmen was becoming tighter.

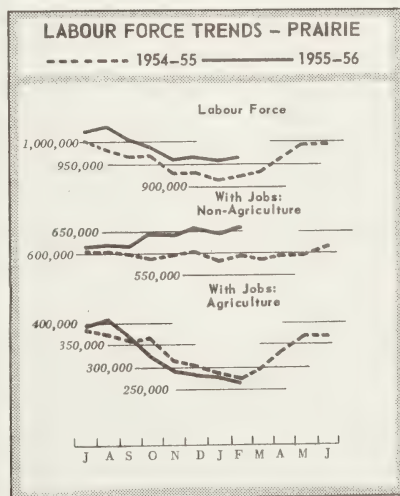
Windsor (metropolitan). Remained in Group 2. Total employment in Windsor changed very little during the month. Substantial layoffs occurred in some of the automobile and parts plants early in February but work was resumed before the end of the month. The General Motors plant has been steadily recalling workers since the strike settlement.

Cornwall (major industrial). Remained in Group 1. All manufacturing industries continued busy. Construction on the St. Lawrence Seaway was going ahead on schedule. Unemployment in the area was largely among unskilled construction workers, seamen and longshoremen who work outside the area during the summer.

Oshawa (major industrial). Remained in Group 1. Hiring increased following settlement of the General Motors strike but the plant was not yet back to capacity and feeder plants were still on reduced schedules at the beginning of March.

PRAIRIE

TOTAL employment in the Prairie region remained unchanged during February despite one of the severest winters on record. Unemployment increased slightly as a result of a small increase in the labour force. The number of persons with jobs was estimated at 924,000 in the week of February 18, unchanged from the preceding month but some 53,000 higher than a year earlier. Total employment was 6 per cent higher than last year and non-farm employment 10 per cent higher. Construction continued unusually active for this time of year with surpluses of skilled construction workers lower



than in the winter of 1955. Coal mines in Alberta went on short time during the month and logging operations at the Lakehead reported a seasonal downturn.

Total industrial employment continued to be higher than a year earlier, though the gain was unevenly distributed throughout the region. All major industries in Alberta recorded sizable year-to-year employment increases. Saskatchewan, on the other hand, recorded a slight reduction in total employment as a result of reduced activities in the trade and service industries. Employment in Manitoba was about the same as a year before; the trade and service industries remained buoyant despite the reduction in farm income.

Three areas were reclassified from the moderate to the substantial labour surplus category during the month. At March 1, classification of the 20 areas in the region was as follows (last year's figures in brackets): in moderate surplus, 13 (12); in substantial surplus, 7 (8).

Local Area Developments

Calgary (metropolitan). Remained in Group 2. The economic situation continued to be stronger than last year. Manufacturing employment showed virtually no change from the high level of a month earlier. Construction was unusually active for the season and indications were that employment would increase rapidly in this industry as soon as weather moderated. Reflecting the general buoyance of the construction industry in this area, the value of building permits issued for private dwellings during the first two months of the year was about double that for the first two months of 1955. There were continuing shortages of stenographers, typists, junior clerks, domestic and farm workers.

Edmonton (metropolitan). Remained in Group 2. Employment and unemployment showed virtually no change from a month earlier. The construction industry continued to be more active than last year despite the unusually severe winter weather; registrations of construction workers were about one-third fewer in February than a year earlier.

Winnipeg (metropolitan). Remained in Group 1. Employment showed a slight seasonal decline during the latter part of the month. The scarcity of skilled sewing machine operators for the textile industry continued.

Fort William - Port Arthur (major industrial). Reclassified from Group 2 to Group 1. Seasonal reductions in logging employment were small though sufficient to warrant reclassification of this area.

Yorkton (major agricultural). Reclassified from Group 2 to Group 1.

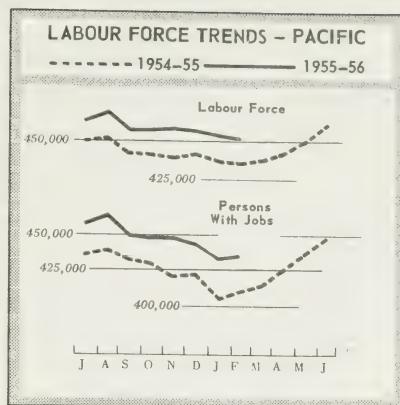
Medicine Hat (minor). Reclassified from Group 2 to Group 1.

PACIFIC

DESPITE severe weather conditions, employment in the Pacific region showed signs of moderate improvement during February, a usual development at this time of the year. The number of persons with jobs in the region was estimated at 435,000 at February 18, virtually unchanged from a month earlier and 25,000 more than at February 19, 1955.

This employment increase reflected a large and sustained year-to-year gain in non-farm employment. Unemployment continued well

below last year's, particularly in the Vancouver-New Westminster area. Engineers and draughtsmen were generally in strong demand, while skilled metal-working tradesmen, office personnel, dairy farm workers and domestic workers were scarce in several areas. It is expected that significant manpower shortages will develop, particularly in certain skilled occupations in construction, lumbering and manufacturing as soon as an improvement in the weather permits resumption of full-scale operations.



Compared with last year, the largest employment increases were in the manufacturing, construction and service industries, although all other major industrial divisions shared in the gains. In manufacturing, the paper, wood and engineering products industries showed particular strength. Construction activities continued to expand gradually, despite interruptions due to adverse weather. The increases in construction employment during the past few months reflected the unprecedented rate of increase in construction investment in the region in 1955 compared with preceding years. There was also more than the usual year-round construction employment in several areas. The logging industry was still seriously handicapped by weather conditions in the lower mainland and Vancouver Island.

During the month, one labour market area was reclassified from the substantial to the moderate labour surplus category. At March 1, classification of the ten labour market areas in the region was as follows: (last year's figures in brackets): in moderate surplus, 6 (4); in substantial surplus, 4 (6).

Local Area Developments

Vancouver-New Westminster (metropolitan). Reclassified from Group 1 to Group 2. Improvement in the employment situation was evident in the significant decrease in the number of unemployed during February, particularly in Vancouver. Lumbering and construction were largely responsible for this improvement, although manufacturing, particularly the metal trades, also contributed. Mining employment was generally stable. Compared with a year earlier, employment in the area increased to substantially higher levels in all industries, the sharpest gains being recorded in manufacturing and construction.

Victoria (major industrial). Remained in Group 2. Unemployment did not show the usual seasonal decrease during February but held steady. The level, however, was the lowest for the month of February since 1948. Compared with a year earlier, the gain in employment was fairly evenly distributed between practically all non-farm skilled and semi-skilled occupations. An acute shortage of all types of metal workers was developing in the area.

Current Labour Statistics

(Latest available statistics as of March 9, 1956)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Feb. 18	5,524,000	+ 0.1	+ 2.5
Total persons with jobs.....	Feb. 18	5,216,000	- 0.3	+ 4.1
At work 35 hours or more.....	Feb. 18	4,672,000	- 0.7	+ 4.2
At work less than 35 hours.....	Feb. 18	369,000	+ 1.4	- 7.5
With jobs but not at work	Feb. 18	175,000	+ 8.0	+ 36.7
With jobs but on short time	Feb. 18	38,000	- 5.0	- 20.8
With jobs but laid off full week	Feb. 18	29,000	+ 11.5	+ 26.1
Persons without jobs and seeking work	Feb. 18	308,000	+ 7.7	- 18.7
Total paid workers	Feb. 18	4,103,000	- 0.1	+ 6.7
In agriculture	Feb. 18	81,000	+ 9.5	+ 1.3
In non-agriculture	Feb. 18	4,022,000	- 0.3	+ 6.8
Registered for work, NES (b)				
Atlantic	Feb. 16	77,195	+ 11.5	- 3.5
Quebec	Feb. 16	168,719	+ 12.1	- 16.0
Ontario	Feb. 16	139,427	+ 3.3	- 22.4
Prairie	Feb. 16	78,543	+ 3.9	- 13.5
Pacific	Feb. 16	51,279	- 5.5	- 17.4
Total, all regions	Feb. 16	515,163	+ 6.3	- 16.0
Claimants for Unemployment				
Insurance benefit	Feb. 1	476,946	+ 22.9	- 12.2
Amount of benefit payments	January	\$24,632,203	+ 106.3	- 13.2
Industrial employment (1949=100).....	Jan. 1	114.7	- 2.7	+ 5.1
Manufacturing employment (1949=100)	Jan. 1	109.8	- 2.2	+ 6.4
Immigration	Year 1955	109,946	-	- 28.7(c)
<i>Industrial Relations</i>				
Strikes and Lockouts—days lost	February	234,795	-	+ 139.2(c)
No. of workers involved	February	20,144	-	+ 149.5(c)
No. of strikes	February	22	-	+ 92.3(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	Jan. 1	\$60.22	- 2.9	+ 3.0
Average hourly earnings (mfg.).....	Jan. 1	\$ 1.47	+ 0.9	+ 3.2
Average hours worked per week (mfg.)	Jan. 1	41.7	+ 0.2	+ 1.5
Average weekly earnings (mfg.)	Jan. 1	\$61.47	+ 1.1	+ 4.7
Consumer price index (av. 1949=100)	Feb. 1	116.4	- 0.4	+ 0.1
Real weekly earnings (mfg. av. 1949=100)	Jan. 1	126.2	+ 1.3	+ 4.4
Total labour income	December	1,125	- 0.7	+ 9.0
<i>Industrial Production</i>				
Total (average 1935-39=100).....	December	265.5	- 6.2	+ 10.3
Manufacturing	December	266.1	- 6.3	+ 9.8
Durables	December	322.8	- 5.2	+ 11.3
Non-Durables.....	December	229.9	- 7.3	+ 8.5

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, October 1955 *Labour Gazette*.

(b) See inside back cover, October 1955 *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Notes of Current Interest

Lack of Material, Labour May Curb Expansion

Although Canadian business concerns, institutions, governments and housebuilders are now planning capital expenditures in 1956 which will total \$7,500,000,000—an increase of 21 per cent over the \$6,200,000,000 spent last year—it is questionable whether the scale of expansion contemplated will be physically attainable in the current year.

This is the conclusion drawn in a report tabled in the House of Commons last month by Rt. Hon. C. D. Howe, Minister of Trade and Commerce. (The report, entitled *Private and Public Investment in Canada: Outlook 1956*, prepared jointly by the Dominion Bureau of Statistics and the Economics Branch of the Department of Trade and Commerce, is obtainable from the Queen's Printer.)

With regard to the investment program it appears from the report that there are two main possibilities: shortages of certain materials—especially steel—and investment funds, or a revision of plans due to a possible weakening of the business situation, may lead to a curtailment of the program; or rising costs may result in the expenditure of dollars being maintained while the physical achievement falls short of what is planned. The total estimated outlay of \$7,529,000,000 is made up as follows:

Housing construction.....	\$1,574,000,000
Non-residential construction...	3,588,000,000
Machinery and equipment.....	2,367,000,000

In addition to the expenditure for new construction it is expected that \$2,243,000,000 will be spent on repairs to existing plant and buildings, according to the Minister's report.

These estimates are based on a survey of some 16,000 business establishments across Canada and upon surveys of proposed expenditures by governments, institutions and private house builders.

As a percentage of the total, expenditure on housing is down 3.1 per cent from last year, while expenditure on non-residential construction is up by the same percentage. Outlay for machinery and equipment remains an unchanged proportion of the total.

During the latter half of 1955, the report says, shortages of materials were already hampering construction, the key materials being cement and steel, and any expected increase in domestic supplies of these commodities is unlikely to be sufficient to meet the increased demand in 1956.

Some part of the deficiency may be made up by imports, but supplies are also short in the United States and in Western Europe, and additional imports may be hard to get, the report states.

The present level of interest rates is higher than the average level in 1955, and there is also some sign that the chartered banks investment in insured residential mortgages may be smaller than in 1955.

As regards the supply of labour, the report says: "Because of the shift in emphasis towards construction of an engineering type, the increase in the demand for construction labour may be somewhat less than is suggested by the projected rise in the volume of investment. Nevertheless skilled tradesmen were already in short supply at the peak of the 1955 season and there is every likelihood that a tighter market for construction workers will prevail in 1956.

"On the whole," the report says, "it would appear that the accomplishment of a capital expenditure program of the magnitude planned would place a considerable strain on the available supplies of labour, materials and investment funds. Only with a combination of unusually favourable circumstances does it seem likely that such a program could be accomplished. It is possible, however, that rising costs will tend to maintain the level of dollar outlays even though, in physical terms, the program should fall short of expectations."

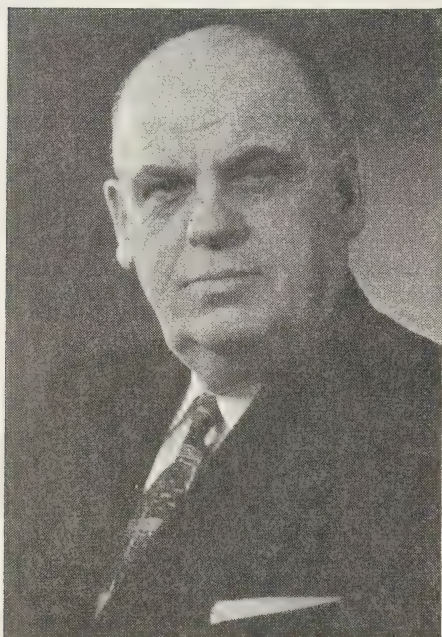
23,766 Disabled Persons Now Receive Allowance

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 20,032 at September 30, 1955, to 23,766 at December 31, 1955.

The federal Government's contributions under the federal-provincial scheme totalled \$1,597,173.07 for the quarter ended December 31, 1955, compared with \$1,705,219.02 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$4,474,784.85.

At December 31, 1955, the average monthly allowance in the provinces ranged from \$32.79 to \$39.30. In all provinces the maximum allowance paid was \$40 a month.

J. A. Blanchette Named Parliamentary Assistant



Joseph A. Blanchette, B.A., Member of Parliament for Compton-Frontenac, on February 9 was appointed Parliamentary Assistant to the Minister of Labour. Previous to his new appointment he was Parliamentary Assistant to the Minister of National Defence, to which position he was appointed in 1949.

Born at Acton Vale, Que., Mr. Blanchette received his education at St. Charles Seminary, Sherbrooke; Academie LaSalle, Providence, R.I.; and Catholic University, Washington, D.C.

Between 1939 and 1952 he was active in municipal government, being both Mayor of Chartierville and Warden of Compton County for that period.

He was first elected to the House of Commons in the general election of 1935 and re-elected in 1940, 1945, 1949 and 1953.

In June 1944 he was a Canadian delegate to the International Monetary Conference at Bretton Woods. In 1943 he was Vice-chairman of the Commons Committee on Veterans Affairs and has been Vice-chairman of the Committee on Social Security.

He was Vice-president of the National Liberal Federation from 1945 to 1948.

Mr. Blanchette is 62 years of age.

Convene Advisory Council On Scientific Manpower

To serve as a forum for the exchange of ideas and opinions on the subject of professional and scientific manpower in Canada, and to act as a consultative body to assist it in its work in this field, the Department of Labour on February 2 convened an Advisory Committee on Professional Manpower.

Representatives on the Committee came from a number of professional associations and from government departments and agencies interested in the professional manpower problem.

Major concern of the Committee was to increase the availability of information on future requirements for professional manpower and to suggest ways to ensure its efficient use, the adequacy of training and sources of future supplies.

Department's Program

Since the Second World War, the Department has developed sources of information on engineers, scientists and related professional groups. The Committee was asked to comment on the effectiveness of the Department's program in meeting the growing need for authoritative information on professional manpower and to advise on proposed steps to increase its effectiveness.

Committee members agreed that more information was needed on Canadian university graduates who go to the United States for post-graduate study. If these students accepted employment in the United States, their loss was particularly serious because Canada had already made a considerable investment in them, members pointed out.

There was general agreement that the shortages of professional personnel that had existed for many years would in all probability be a feature of the Canadian employment picture for some years to come. The problem was partly caused by the scarcity of engineering and other kinds of technicians who could relieve professional workers of tasks vital to their work but not necessarily best performed by them.

It was also pointed out that many engineers in highly technical industries have to be used as administrators because of the technical knowledge required to administer such an industry.

In a brief address of welcome to those attending the meeting, Arthur H. Brown, Deputy Minister of Labour, said he believed the Committee offered the opportunity for free exchange of information and opinions on professional manpower problems. He appealed for continued

close co-operation between the professional associations and the Government in the solution of problems in the professional manpower field.

The increasing importance of scientifically-trained persons in Canada's developing economy and the need for Canada to maintain, for economic and defence purposes, an adequate supply of such persons were stressed by Mr. Brown.

CMA Head Stresses Need For Better Education

"Our ability to produce the new marvels of machinery inherent in the Age of Automation must not run ahead of our ability to control them," said T. A. Rice, President of the Canadian Manufacturers' Association, in a speech at Hamilton, Ont., last month.

Mr. Rice said it would not be hard to visualize the chaos if we had expended ourselves in "a whole range of intricate and complex machines designed to give more production with less cost and effort, only to find we had sadly neglected to educate industry at all levels in their proper use".

Advances on the technological front must go hand-in-hand with educational advancement. At present, Mr. Rice said, "we are undoubtedly investing in our material resources: the big question was whether we were investing in our people to a comparable extent.

"Our future progress in industry is going to depend to no small extent on the level of education attained by those who enter industry in the next few years.

Warning to Industry

"For this reason alone, industry, which has already invested a good deal in the universities, technical and commercial colleges, research laboratories, training courses, apprenticeships and scholarships, must give this problem of education a further searching look."

If this ability to produce "new marvels" of machinery does run ahead of our ability to control them, then, Mr. Rice said, "we can expect another wave of fear generated by people who cannot, or refuse to, see that further mechanization, far from denying men the means of life, gives them and their children and their children's children benefits beyond their wildest dreams".

Mr. Rice said that "we must nurture and be prepared cheerfully to spend an increasing proportion of our earnings in expanding the facilities available to those whom industry must look in the future".

In the sphere of apprenticeship, Mr. Rice said, there was now an obligation "to give more thought than ever to the expansion and improvement of facilities for the acquisition of practical knowledge 'on the job' by employees in industry". He said there would be a premium on technical skills of all kinds for many years. But, he said, these skills would themselves change and need constant revision and adaption.

"There is, notwithstanding automation, no short cut to the gaining of such skills, although through intensification of the training period there may well be a shortening of the time between the initial and the final stages of his training."

Mr. Rice said perhaps Canada's most serious weakness as a manufacturing power in the world was that "we have not yet developed the indentured apprenticeship system further than we have. We have not even succeeded in awakening a really significant number of employers as well as young men to the value of apprenticeship to themselves and to the community."

Industry, at every level, Mr. Rice stated, has the responsibility to encourage education. The more technically advanced industry becomes, the more it will need better educated employees.

Canadian Labour Income At All-Time Peak in 1955

Canadian labour income reached a new all-time peak total of \$12,861,000,000 in 1955, the Dominion Bureau of Statistics reported on March 1.

This was an increase of 7.5 per cent over 1954's \$11,989,000,000.

December's total was up to \$1,125,000,000 from \$1,032,000,000 a year earlier.

Estimated labour income for the construction group rose 13.5 per cent to \$933,000,000 from \$822,000,000. The finance and services group rose 9.5 per cent; the distributive group of industries, about 6 per cent. A gain of 3 per cent was registered for the primary industries; within this group, however, wages and salaries rose nearly 7 per cent for mining and more than 7.5 per cent for logging while the totals for agriculture and fishing declined.

Supplementary labour income increased to \$452,000,000 from \$426,000,000.

William H. Davis, former Chairman of the United States War Labor Board, addressing the annual conference of the American Labor Education Service in New York a short time ago, said that industry must organize on a nation-wide basis to bargain with organized labour.

Keep Automation Subject To Negotiation—TUC

Automation must be kept in the field of industrial relations: the introduction of new machines that change ways of working and of earning must always be the subject of negotiation and consultation.

This was stressed at a recent meeting of leaders of white-collar unions in Britain's Trades Union Congress.

Experts who addressed the conference agreed that the introduction of automation would result in fewer repetitive manual processes, wider interest and more variety.

Spokesmen for bank employees pointed out that automatic machines could be described as the fine machine tools of the office and, just as in an industrial plant the most skilled workers generally handled the most intricate machinery, so in office life comparable technical qualifications would be needed. It would not do to go to the labour market, choose the cheapest possible type of labour and hope that the machine would do the rest, they added.

Another thorny problem was that of the pay ratio between machine operators and other workers in the same office. Tom O'Brien, MP, a member of the TUC General Council, who was chairman of the conference, said that just as in the past trade union leaders had to break down misunderstanding between manual and non-manual workers, so in the future they would have to check any tendencies towards friction between automated and non-automated workers.

The general feeling of the conference was that automation is worrying the white-collar unions but not frightening them. So far, few if any have lost jobs to the machine, and those displaced have been absorbed elsewhere.

Outlines Framework for Study of Automation

A greater ability to translate new ideas into practical reality; a greater recognition of the value of human rights, responsibilities and aspirations; and an increase in individual and national productivity are the three things that should form the framework within which automation should be studied.

This assertion was the basis of an address on "Automation and Higher Living Standards" given by Sir Walter Puckey, President of the Institution of Production Engineers, at a conference of the Institution at Margate, England, extracts from which are given in *Labor and Industry in Britain* for December 1955, issued by British Information Services.

Much important research today is helping us towards a better understanding of man and his place in modern industry and society, the speaker said, and electronic development will help greatly in these researches. It will help by providing tools for the research workers and by allowing the "electronic brain" to relieve the human brain of routine work.

The speaker said that it had been estimated that to reach the objective set by Mr. Butler, the former Chancellor of the Exchequer, of doubling the standard of living in 25 years, an annual rise in productivity of 3 per cent would be required between now and 1980. The average annual rise from 1948 to 1954 had been 2.3 per cent, and the best previous long-term achievement was 1½ per cent a year.

Making allowance for a probable shortening of hours in the future and an increase in total population accompanied by a less-than-proportionate increase in the working force, Sir Walter asked, "can the power of automation help to raise our individual standard of productivity to the required figure?"

Attitude to Productivity

Of the national attitude towards increasing productivity he said: "Never have we been more productivity-conscious." Production pressure is closely connected with full employment, he continued, and confidence in the future plays a great part in maintaining full employment.

"A program of automation will bog down unless considerably more is done to provide more people with skill and with greater skill per persons." He went on to say that "automation will require, not automatons gazing stupidly at dials, but a far greater percentage of designers, prototype makers, production engineers and quality controllers, not to mention better managers to control the lot."

The wage differential in favour of skilled labour is now too low, Sir Walter said, expressing the hope that it would rise so that there might be more inducement to acquire skill.

He said that the rise in living standards will be even greater in the future under automation than it had been in the past but "the problem of readjustment or redeployment will be with us". He added: "The better the arrangements for accommodating change inside companies the greater will be the acceptance of change.

"Technological redeployment has too often meant temporarily lowered earnings and worsened conditions, and I am surprised," he said, "that more companies,

having achieved long-term success with a new development, do not smooth out the temporary personal readjustments involved. The cost is small in relation to long-term results. These adjustments will become more widespread as automation spreads its effects over a wider group."

Comments on Automation Made by Many Speakers

Opinions and suggestions regarding automation have lately been coming from many quarters.

The International Confederation of Free Trade Unions, fearing the effect of automation on employment, has asked the United Nations Economic and Social Council to place the question on its agenda for the session opening in Geneva in July. The labour organization wants "a comprehensive study" to be undertaken "of the economic and social repercussions to be anticipated".

The request reflects the belief of the Confederation's representatives that a displacement of labour similar to that which occurred during the Industrial Revolution may be the result of the rapid adoption of automatic machinery in the not-distant future.

Automation is a fact in many industries and will have a revolutionary impact on modern society in the years to come, according to Prof. Arthur Lerner, head of the department of economics of Sir George Williams College.

The effect of automation, he said, will probably be as great as that of the new methods which ushered in the Industrial Revolution. There will be little demand for unskilled workmen, he believes, but there will be a great call for skilled workmen, technicians and engineers. The work week will be much shorter, he thinks, and people will retire earlier.

But, he said, automation, requiring "enormous investment," will probably come more slowly than some people imagine. Although modern society is better prepared for change than the society of the 18th Century, there is a real danger that a "robot civilization," in which standardization is carried to an undesirable extreme, will emerge, he believes.

Richard L. Meier, a University of Chicago scientist, suggests that about 15 industries, which in Canada employ a good deal less than 10 per cent of the wage and salary earners, are now ripe for automation. But he thinks it unlikely that employment can be as much as halved in a period of 20 years. However, the UAW reckons that the

automobile industry in the United States, if fully "automated," could produce as much with 200,000 workers as it now turns out with 1,000,000.

President A. R. Mosher of the Canadian Congress of Labour, in a recent address at the Woodsworth School of Labour, said that automation will largely transform production processes and will create many problems for trade unions.

He said that if skilled workers are largely replaced by maintenance workers the elaborate classification of workers will be greatly simplified. "Certainly it would appear that automation involves a further examination of union structure," he continued. "To the extent that automation is adopted, there will undoubtedly be a reduction in the number of workers engaged in various industries."

He went on to say that "if the lessening of employment is not offset by an increased demand for workers through new industrial developments and greater production, it is obvious that working hours must be considerably decreased, without any reduction and possibly an increase in income."

William H. Davis, former Chairman of the United States War Labor Board, speaking recently at the annual conference of the American Labor Education Service in New York, said that labour and management must now seriously study the problem of leisure, which will become more important as automation spreads.

Labour and management, he said, will also be faced in the coming years with dividing the results of the enormous increases in productivity to be expected. He added that he thought automation would largely do away with unskilled labour.

5th Edition Published of Work Conditions Booklet

The fifth edition of *Working and Living Conditions in Canada*, a booklet prepared by the Department of Labour in consultation with the Department of Citizenship and Immigration to serve as a reference for immigration officials abroad, was published last month. In the booklet, particular attention is given to topics of special interest to prospective Canadians.

All sections of the booklet have been revised and additional information has been included on the participation of women in the labour force, seasonality of employment, agriculture in Canada, fair employment practices legislation, education, and on labour unions and collective bargaining.

Workers' Redistribution Seen in Automatic Office

Redistribution rather than redundancy of workers is the outcome of office automation foreseen by D. W. Hooper, Chief Organizing Accountant of the National Coal Board in the United Kingdom.

Speaking as a guest at the annual meeting of the Trade Union Council's Non-Manual Workers' Advisory Council a short time ago, Mr. Hooper said that automation would bring shorter hours for office workers, and perhaps a redistribution of working time. A firm might want the results of one week's work before beginning the next, which might mean that the staff would have to work over the weekend in order to have the figures by Monday morning.

In an automated office, he said, "the accent will be on teamwork, with a wider scope and opportunity to see each process at work as a whole."

Computers Don't Think

Recent widespread interest in office automation is due largely to the development of the electronic computer or so-called "giant brain," he said. But, he insisted, such devices cannot think originally or intuitively; they must be fed by precise instructions.

In a fully automated office, he said, there would be four groups of workers: an "input group" to collate and scrutinize the basic data before it was fed into the electronic brain; an "operations group" to work the appliances; an "output" group to translate the results into something the manager could easily understand; and, finally, a group to do all the office tasks which did not lend themselves to mechanical treatment.

Another speaker at the meeting, H. Knight of *Asset* said that many persons thought that electronic computers were costly machines which only large firms can afford to install. This, he said, was not the case: soon relatively small firms would be able to buy them.

Mayors Commend Attack On Seasonal Joblessness

The Canadian Federation of Mayors and Municipalities in a brief presented to the Cabinet on January 13 commended the federal Government for the initiative it had taken, through the Department of Labour, in organizing a concerted effort to provide programs of work during periods of off-season unemployment. The brief expressed confidence that a full response would be forthcoming from municipal governments throughout the country.

The Federation brief noted, too, that the Unemployment Insurance Act had been extended to provide coverage for additional categories of employment. The brief said the municipal governments would like to see the Act further extended to embrace as many paid workers as was administratively feasible, including, it said, such municipal employees who, having waived their rights to be insured under the Act, now desired to become insured under its provisions.

The Federation expressed the view that any further redistribution of the provincial share of the cost of the proposed federal-provincial relief program for unemployed employables to the municipal government should not exceed the cost of administration of such a program at the local level. The norm and formula struck, it felt, should be based on a regional and not on a provincial basis.

In addition, the brief said, the municipal governments urged that a planned program of publicly-financed undertakings be designed to increase employment opportunities during any period when normal economic activity is declining.

Local Public Works

The municipal governments, the brief said, were willing to lend their full co-operation and participation in such an undertaking. There were many desirable and much-needed local improvements, the brief continued, that could be carried out during periods of abnormal unemployment but which municipal governments are unable to finance wholly from their own resources. A proposal worthy of consideration, the brief said, was three-way financial participation by federal, provincial and municipal governments in a program of local public works that would be carried out only during periods of abnormal local unemployment and might provide a more desirable policy than direct unemployment relief.

The brief recommended that the federal Government should take more responsibility towards looking after immigrants and their families until such time as they are entitled to become citizens.

The Federation gave its support to a national health plan, and requested the implementation of such a plan as soon as possible. The Federation said it felt that the national cost of such a plan, equitably spread among all taxpayers, would be no greater than the present costs of hospitalization and medical care. In main, the brief said, these costs were borne inequitably by only a percentage of the population.

The study of canal and related construction projects in all sections of Canada was requested by the Federation with a view to the establishment of a priority of need for such projects and a policy for their progressive implementation.

Disapproves Discrimination

The Federation recorded its disapproval of discrimination against certain persons in opportunities to purchase housing under the National Housing Act.

The brief asked reconsideration by the federal Government of an increase in Old Age Assistance.

The Federation brief also asked that consideration be given to the amending of a regulation governing the Disabled Persons' Allowance Act. The regulation, it said, prevented any allowance being paid during the period that a recipient is a patient or resident in a hospital, nursing home or private, charitable or public institution. The municipalities felt this regulation placed an unfair burden both on them and the disabled person.

Council of Women Urges Jobs for Older Workers

The Department of Labour should continue to urge employers to recognize the need for the employment of men and women on the basis of their ability to earn and to contribute to the organization rather than on their chronological age, the National Council of Women recommended in a brief to the Cabinet at the end of January.

Other Recommendations

The brief also recommended:—

That the Labour Department continue and intensify its efforts to develop public awareness of the need for a uniform retirement age for men and women and to awaken public awareness of the economic and social needs for the employment of older men and women capable and desirous of continuing to work.

That the federal Government materially and immediately increase its support of the United Nations' and Colombo Plan's technical assistance programs.

That the federal Government stimulate and promote the development of secondary industries using Canada's natural resources in the production of an increasing quantity of consumer goods, thus helping to stabilize the national economy.

Foresee Imports Killing Rubber Shoe Industry

The rubber footwear industry in Canada is faced with extinction in the next two or three years unless competition from Japan, Hong Kong and Czechoslovakia is checked by a change in trade policy, Greig B. Smith, Manager and Secretary of the Rubber Association of Canada, said last month.

Mr. Smith told the Royal Commission on Canada's Economic Prospects that a quota system for cheap foreign imports of rubber goods might be the answer.

"We recognize that trade must be a two-way street, but we feel that the rubber industry in this country is bearing more than its fair share towards making it two-way," he said.

Mr. Smith said that not only had Canada lost more than half its domestic market in rubber footwear, but it had also lost its export sales of several million pairs annually.

The average hourly wage in manufacturing in Canada, he said, was 600 per cent above that of Japan and 259 per cent higher than that of Western Germany.

Value of Imports Rose 19 Per Cent in November

The value of Canada's imports rose 19 per cent in November, to \$443,100,000 from \$372,100,000 in November 1954, and 15 per cent in the January-November period, to \$4,325,900,000 from \$3,756,500,000.

Commodity-group values for November, with figures for November 1954 in parentheses, were (in thousands): agricultural and vegetable products, \$57,300 (\$58,200); animals and animal products, \$9,800 (\$7,200); fibres, textiles and products, \$34,600 (\$30,400); wood, wood products and paper, \$18,500 (\$15,100); iron and products, \$143,900 (\$99,700); non-ferrous metals and products, \$43,400 (\$35,600); non-metallic minerals and products, \$70,100 (\$60,000); and chemicals and allied products, \$24,900 (\$20,600).

Values of some of the major commodity imports during the January-November period (figures for the same period in 1954 in parentheses) were (in thousands): farm implements and machinery \$163,224 (\$136,176), automobile parts \$229,041 (\$166,056), automobiles \$101,833 (\$70,154), coal \$97,643 (\$96,591), cotton products \$79,473 (\$70,383), rubber and products \$68,165 (\$41,135), books and printed matter \$67,669 (\$62,541), and wool products \$55,341 (\$55,775).

Several Union Mergers Expected This Year

Several mergers of computing or overlapping unions are expected this year. According to a roundup made by *Fortune* magazine, these are the major ones that may be effected this year.

The Oil, Chemical and Atomic Workers International Union, a former CIO affiliate, and the International Chemical Workers' Union, formerly AFL. The former is itself a combination of two unions, the Oil Workers International Union (CIO) and the United Gas, Coke and Chemical Workers of America (CIO); it is strongest in the refining end of the oil industry but also has strength in the chemical and atomic energy fields. Of a total membership of close to 180,000, about 7,000 are in Canada. The International Chemical Workers have a total membership of about 90,000, of whom about 13,000 are in Canada. Both unions affiliated with the Industrial Union Department of the AFL-CIO.

International Brotherhood of Paper Makers, formerly AFL, and the United Paperworkers of America, formerly CIO. The former has about 72,000 members, about 6,000 in Canada; the latter, 40,000, none in Canada.

The Boot and Shoe Workers' Union, formerly AFL, and the United Shoe Workers of America, formerly CIO. The former has about 40,000 members, about 800 in Canada; the latter, about 60,000, none in Canada.

The Amalgamated Meat Cutters and Butcher Workmen of North America, formerly AFL, and the United Packinghouse Workers, formerly CIO. The former, which last year absorbed the International Fur and Leather Workers Union, has about 335,000 members; the latter, about 120,000, of which about 22,000 are in Canada. This merger was scheduled to take place this month.

Debate Anti-Trust Aspect Of AFL-CIO Merger

The AFL-CIO merger in relation to United States anti-trust laws was dealt with in speeches made before the anti-trust section of the New York State Bar Association in January.

Speakers on both the employer and the union side agreed that the merger did not in itself create a monopoly, but there was divergence of opinion as to the probable indirect effects of the merger.

Arthur J. Goldberg, general counsel of the United Steelworkers and counsel to the CIO before the merger, said in part:—

"If we falsely assume that the standards of competition vs. monopoly were applicable to unions, then the merger of two unions might raise a question of 'labour monopoly'. But, wholly apart from the inapplicability of the standard, there can be no question of 'labour monopoly' with respect to the AFL-CIO merger because neither the AFL nor the CIO was itself a union. Each was a federation of independent, autonomous unions—unions which handled their own collective bargaining programs without interference or control by the federation. Merger between the AFL and CIO did not create 'one big union' but only a single federation of autonomous unions in place of the two pre-existing such federations.

"Even if the monopoly charge is taken in the less literal sense as simply a charge that certain unions are too strong in comparison with the employers with which they deal, it has no relationship to the AFL-CIO merger. The terms of the bargains reached in any particular industry between the employers and the particular union or unions concerned have not in the past been dependent upon whether the union is affiliated with the AFL or the CIO. Nor will they be affected directly by the fact that there has been a merger between the two federations."

On the other hand, Lambert H. Miller, general counsel of the National Association of Manufacturers, expressed the following opinion:—

"In the collective bargaining field, this merger will make possible centralized control over collective bargaining demands, techniques and contracts to a far greater degree than in the past. Bargaining strategy can be further developed on a nation-wide, across-the-board basis, with demands, strikes, boycotts and other activities timed and co-ordinated not only between employers but also between entire industries. It must be admitted that this will doubtless be highly effective to force acceptance of union demands and to destroy real collective bargaining, unless effective measures are taken to curb this power. At the same time, the rights of individual employees are also lost sight of, for as labour organizations and their officials increase in size and power, the rights of individuals are correspondingly diminished.

"Clearly, this merger, in and of itself, does not create a monopoly. It is equally clear, however, that the monopolistic practices I have outlined, and already widespread in the labour movement, will flourish and spread unless some means is found to bring them under regulation or control."

Let Rail Workers Strike If Negotiations Fail—MP

If negotiations fail, railway employees should be allowed to strike, a Member of Parliament said in an interview with a Toronto newspaper last month.

"The question is," Frank A. Enfield (York-Scarboro) told the *Globe and Mail*, "is the public interest best served by preserving the right to strike under any circumstances, no matter how much dislocation results?"

Country Could Manage

While each case had to be decided on its merits, Mr. Enfield was inclined to feel that in the current railway dispute, the non-operating railwaymen should be allowed to strike. He thought the country could manage if a strike were called.

"A prolonged strike naturally would cripple the country," he added. "The Government's responsibility will be to keep a careful watch on the situation and step in before disaster occurs."

Railroad Trainmen Make Demand for Raise in Pay

The Brotherhood of Railroad Trainmen (ind.) announced February 2 that it had served notice of a demand for a 30-per-cent wage increase for its 17,000 members—trainmen, conductors, yardmasters, and yardmen—employed on Canadian lines of the CNR and CPR.

The union, largest of the running trades unions in Canada, is also asking for a series of supplementary concessions, involving higher pay and paid holidays for various types of workers.

Deputy President A. J. Kelly said in addition similar requests were being filed for another 1,000 BRT members on smaller railways and in the CPR dining car services.

Based on Statistics

The union's demands, Mr. Kelly said, were based on statistics which "clearly indicate our position has been reduced below former recognized differentials based on conditions of service".

Besides the flat percentage increase, the Brotherhood's requests include:—

1. Additional rates on long freight trains.
2. Seven paid statutory holidays a year for yard service men, who now receive none.
3. Adjustments in the present paid vacations so that workers do not lose earnings.
4. Full pay for train crews while they are held at terminals.

In 1955 the BRT called a strike to enforce demands and cancelled it only after personal intervention by Prime Minister St. Laurent.

The trainmen won at that time a 12-per-cent increase, retroactive to April 1, 1952. The new demand is the union's first since that dispute. The current contract expires March 31.

Railroad Yardmasters In U.S. Win Wage Boost

Most United States railroad yardmasters received a \$43 monthly pay increase under a settlement announced January 31.

M. G. Schoch, President of the Railroad Yardmasters of America, said the agreement with some 95 American railroads, retroactive to October 1 of last year, raised the average monthly pay for some 4,500 yardmasters to about \$475.

Decrease in Number On Old Age Assistance

The number of persons in Canada receiving old age assistance decreased from 94,452 at September 30, 1955, to 93,380 at December 31, 1955.

The federal Government's contributions under the federal-provincial scheme totalled \$5,230,225.55 for the quarter ended December 31, 1955, compared with \$5,290,907.33 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$78,370,495.69.

At December 31, 1955, the average monthly assistance in the provinces paying a maximum of \$40 a month ranged from \$33.66 to \$37.73, except for one province where the average was \$27.60. In Newfoundland, which pays a maximum of \$30 a month, the average was \$29.39.

8,183 Now Receiving Blind Person's Allowance

The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,159 at September 30, 1955, to 8,183 at December 31, 1955.

The federal Government's contributions under the federal-provincial scheme totalled \$739,604.83 for the quarter ended December 31, 1955, compared with \$721,285.20 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$11,687,156.51.

At December 31, 1955, the average monthly allowance in the provinces ranged from \$37.45 to \$39.75. In all provinces the maximum allowance paid was \$40 a month.

Marconi to Offer Staff Form of Wage Guarantee

A plan which he described as "the closest practical thing to the guaranteed annual wage" will be introduced by the Canadian Marconi Co. within two years, John J. Kingan, General Manager of the company, told a press conference last month.

Calling the term "guaranteed annual wage" a misnomer, he defined the plan devised by his company as "guaranteed unemployment insurance" and claimed that it was the "best practical answer to the ups and downs in employment". It will soon be offered to the company's 1,200 hourly-paid employees for study, he said.

This plan would provide for part of future wage increases to be deposited in a fund, to be administered by company and union jointly, out of which wages would be paid when workers were laid off because of slack business. The amount paid would depend on how much money there was in the fund and on the number of unemployed.

Mr. Kingan indicated that the workers would be granted a larger wage increase than they might normally expect during the next contract negotiations if the union agrees to put all or part of the amount into the fund.

It would be difficult, Mr. Kingan allowed, to set up such a plan in industries in which workers are engaged on a seasonal basis, but he felt that most companies should be able to afford a fund that would reduce the pains of unemployment.

Auto Industry SUB Plans Allow Short Work Weeks

Short work weeks, which automobile manufacturers in the United States resorted to last month in order to avoid or reduce layoffs, will be allowable under the SUB plans which go into effect on June 1.

Terms of contracts between the United Auto Workers and the main auto companies allow the companies to introduce a work week of three or four days, and this practice apparently will not be opposed by the union as long as it is allowed by the agreement. Employees working such short weeks are not to be eligible for SUB or state unemployment compensation.

The Ford Company has for a number of years been allowed by its contract to schedule between 32 and 40 hours work a week for up to eight consecutive weeks; and less than 32 hours for up to four weeks. Since employees working such short weeks will not be entitled to SUB payments, when

the plan comes into effect next June some strange anomalies may arise. For instance, a worker who works a three-day week will earn 60 per cent of his take-home pay for a full week, before deductions, while a worker who is totally unemployed will also receive 60 per cent of his regular pay from SUB and state unemployment benefits.

However, at present the UAW says that it is not concerned about such "inequities". It says that the main purpose of SUB plans is to maintain a minimum standard of living, no matter whether this minimum is obtained by part-time work or from a benefit fund.

Senator Suggests Inquiry Of Government Annuities

An inquiry by a Senate Committee into the sale of government annuities was proposed in the Upper House on February 15 by Senator Thomas A. Crerar, who said that he held very strongly that the need for the Government to deal in annuities had long since passed away.

"The practice was originally introduced by Sir William Mulock when he was Postmaster-General, as a means of enabling people to make provision for their old age. It was entirely worthwhile at that time," said Senator Crerar, "because there was no other opportunity to buy annuities. But today annuities can be bought from practically every life insurance company in Canada, and their sale can be much more effectively managed by such companies than by a government department.

"But that is not the only reason why I object," he continued. "My main reason is that I think every annuity sold today will at some time result in a demand being made on the Treasury to keep the fund solvent from which to pay the annuitant his claim at maturity. With all the expenditures that we have to face, there is no need today to continue this one; the need can be met outside government altogether."

World Calendar Body Moves HQ to Ottawa

The headquarters of the International World Calendar Association has been moved to Ottawa from New York and A. J. Hills of Ottawa has been elected President.

The question of calendar reform is on the agenda of next month's meeting of the United Nations Economic and Social Council, of which Canada is a member.

Canadian trade union congresses have gone on record in support of the World Calendar.

Farm-Labour Council Holds One-day Meeting

The Canadian Farm-Labour Economic Council, headed by J. L. Phelps of Saskatoon, former chairman of the Inter-provincial Farm Union Council, at a recent one-day meeting decided to press for cash advances on farm-held grain.

The heads of the Trades and Labour Congress and the Canadian Congress of Labour agreed to support the farm unions in this demand, and in turn the farm unions agreed to help in furthering the following aims of organized labour:—

To get all governments to consider legislation to reduce work weeks if automation gains ground in factories, workshops and offices.

Raising of minimum wage levels through federal-provincial co-operation to improve incomes in depressed areas.

To induce federal and provincial governments to undertake studies to make sure that workers and farmers get a fair share of the national income.

The Council decided that its heads should meet soon after the TLC-CCL amalgamation next month to make plans to put the Council on a permanent footing, and to provide for an operating budget and a constitution. Meanwhile the present members are to continue in office.

N.Y. Advisory Body Urges Jobless Benefits for All

The New York State Unemployment Insurance Advisory Council last month recommended that the scope of unemployment insurance be extended to cover all wage earners in the state.

In a report to Governor Harriman and the Legislature, the Council—which is appointed by the Governor and consists of three representatives each of employers, labour and the public—also made several recommendations for liberalizing benefits and for relaxing eligibility requirements.

Members of the Council agreed unanimously on the proposal to cover all wage earners. At present a person who is the only employee in an establishment is not eligible. Where there are two or more employees they will be covered from next January 1.

Against the opposition of the three employer representatives the other six members of the Council urged that the qualifying period for benefits should be reduced from 20 weeks in a 52-week base period to 15.

By another 6-to-3 vote—the employer representatives being again in the minority

—the Council approved a revised version of Governor Harriman's plan to increase maximum weekly benefits.

Que. Gives Recognition to Women in 2 Professions

Quebec women in two of the professions gained legal recognition when the provincial Legislature last month passed legislation opening the notarial field to women and granting legal status to dietitians.

Under the provisions of a Bill introduced by the Quebec Chamber of Notaries and passed by the Public Bills Committee of the Legislative Assembly, women are to be admitted to the practice of the notarial profession. Heretofore, women have been admitted to the Chamber after passing regular examinations but not allowed to practice.

The Dietitians Act is aimed at protecting the profession against unqualified persons using the term "dietitian". It gives the dietitian with postgraduate dietetic interne training, or a master's degree and one year's experience, the right to use the designation "professional dietitian" and the initials "P.Dt." A dietitian holding a university degree but with no experience or post-graduate work is entitled to use the term "dietitian".

In granting legal recognition to the profession of dietetics, Quebec is the first province in Canada to do so.

Montreal Businesswomen Form C of C Committee

Some 100 Montreal businesswomen have just set up a women's committee within the Montreal District Chamber of Commerce. This is the first venture of its kind in North America, although Paris has had such a committee for 10 years and others have been organized in Europe since then.

Mrs. Flore D. Jutras, an insurance broker who has been a member of the Chamber for the past nine years, has been chosen President.

Mrs. Jutras, who is also a member of the Department of Labour's National Advisory Council on Manpower, said the committee intends to act as a faithful interpreter of leading businesswomen.

CORRECTION

In the account of the relaxation of unemployment insurance regulations on p. 154 of the February issue, the second paragraph should read:—

Net effect of the change will be to restore benefits to *some* of those who could have qualified under the old regulations but could not do so under the new ones.

Prudential Extends Age For Retirement to 68

The Prudential Insurance Co. of America last month extended the retirement age for its employees from 65 to 68 years. Persons who wish to retire at 65 may still do so, however.

The company said its decision to change the retirement age is based on advances in medical science which allow many employees to retain vigour as well as usefulness after 65 years of age.

In Canada, the only one of the company's employees immediately affected is the vice-president in charge of Canadian operations, Robert M. Green, who is 64. The average age of the 970-member Canadian office staff is 24 years.

N.Y. State Urged to Ease Problems of Aging

A special New York state legislative committee warned last month that government action was needed to prevent people becoming impoverished in their old age.

It suggested ten measures to prevent unnecessary poverty among the aged, including greater efforts to help older persons find employment; an increase in counselling services by welfare agencies and the state Department of Labour; encouragement of better pension plans; and the adoption of governmental policies that will prevent inflation from reducing the value of savings.

More British Firms Stop Fixing Upper Age Limits

A noticeable decline in the practice of fixing upper age limits on job vacancies and a greater willingness among employers

to consider older candidates, amounting on occasion to a request that only older workers should be submitted, is reported by Britain's National Advisory Committee on the Employment of Older Men and Women.

This is the second report of the Committee since its appointment early in 1952 by the Minister of Labour and National Service. Its first report, submitted in October of the following year, contained two major recommendations: that capacity, not age, should be the test for engagement; and that men and women who can give effective service should be given the opportunity, without regard to age, to continue at work if they so wish (L.G., 1954, p. 541).

A few industrial firms, the Committee states, have set up special workshops for their more elderly employees. It takes the view, however, that while such an arrangement is valuable in providing remunerative occupation for elderly employees who can no longer work under normal conditions, the great majority of older people prefer to carry out their work under normal conditions.

Many employers, too, allow a slight adjustment of working hours to avoid peak travel or else provide minor modifications of working processes for those who need them, and the Committee expresses the hope that other employers will consider the possibility of introducing small adjustments of a similar kind.

Although encouraged by the progress already achieved, the Committee feels there is room for a much wider adoption of the recommendations made in its first report, and for further experiment and research to overcome the difficulties that remain.

Labour Briefs to Provincial Governments

Canadian and Catholic Confederation of Labour

Deprecating the delays in arbitration board and Labour Relations Board procedure, the Canadian and Catholic Confederation of Labour requested in its annual brief to the Quebec Government that special efforts be made to shorten proceedings. "Delays are nearly always prejudicial to labour," the CCCL asserted.

Read by General Secretary Jean Marchand, the brief was submitted on February 1.

The CCCL also stressed the fact that the time has come to perfect a health insurance plan in the province of Quebec to help the people protect themselves more effectively against the financial hazards and

consequences of sickness, and to improve, if possible, their general state of health.

The brief also contained recommendations dealing with the development of natural resources, the control of paper (newsprint), the revision of electoral districts and unemployment relief.

The labour delegation, headed by Gérard Picard, General President of the CCCL, was received by the Premier, who was accompanied by the provincial Minister of Labour and some ten other Cabinet members.

The CCCL Brief

Protesting against the delays of arbitration boards, the brief pointed out that the

reasons for these delays include the briefness of the hearings, the formality with which arbitration boards often proceed, the delay in releasing the findings or recommendations, and the difficulty of selecting board chairmen.

At the same time, the CCCL deplored the more and more lengthy delays of the Labour Relations Board, delays mostly brought about, it said, by the insufficient staff of the Board and by its method of procedure.

The brief stated that "such delays enable some dishonest employers to use them in order to resort to compulsory action with regard to their employees during the period of time between the application for certification and the issuing of the certificate."

The CCCL took the opportunity to ask once more for the adoption of a health insurance plan and pointed out that the problem of health, in Quebec, is still one of the heaviest burdens against which the people are not sufficiently protected.

The CCCL recommends a contributory insurance plan to be financed by the individual, according to income, by employers and by the provincial Government.

The brief outlined the CCCL's point of view as follows:

Such a plan should take into account the achievements obtained through the establishment of mutual health societies and should allow these institutions to develop normally so as to some day serve the major part of the population. The insurance would cover all medical, surgical and hospital costs, the rates of which could be determined by agreement with the college of physicians, hospitalization associations and those in charge of the plan. Such a health insurance plan should allow everyone to choose his own doctor and provide for educating the people in hygiene and preventive medicine. Finally, the plan should be entrusted to a board made up of representatives of all classes of society.

The CCCL again stressed the problem of developing and utilizing natural resources. The CCCL does not object to resorting to foreign capital with a view to organizing the development of these resources, the brief pointed out, but it feels that this development should not be carried out without specifications and restrictions.

The CCCL suggested that the holders of mining concessions in the province be obliged to set up processing plants inside the province, especially in the base metals sector.

According to the brief, the establishment of new concerns based on the processing of our raw materials could gradually replace marginal industries which have managed to hold their own by means of protective tariffs.

In connection with the development of natural resources, the brief also suggested that the Government should play a greater part in the organizing of concerns to develop natural resources and that it should exercise constant control over them.

One may wonder, the brief continued, whether, for the whole of this sector, we should not think of some new forms of development which would commit the management of these concerns not only to the owners, but also to the representatives of the State and of organized labour.

The CCCL stated that it was in full agreement with the Government's attitude in connection with Bill No. 28, which sets up controls over newsprint in Quebec province.

The brief specified that there is nothing to be afraid of with regard to the functioning of a control organization provided it is instituted on a representative basis and that its members are appointed by those chiefly concerned, that is the provincial Government, the paper-mills, the consumers and the workers.

However, the CCCL suggested that the bill should contain a clause guaranteeing printing shops all the newsprint they need while strictly forbidding its resale, so as to prevent the growing up of a black market.

Tackling the question of the province's electoral divisions, the brief deplored the fact that many industrial centres are insufficiently represented in the Legislative Assembly, stressing that more than half the province's voters live in districts which are essentially urban and yet they can elect only a third of the representatives.

In this connection, the brief added, the example of the Island of Montreal and Jesus Island is significant. In the House of Commons the province of Quebec has 75 constituencies, of which the metropolitan district accounts for 21. In the Legislative Assembly, on the other hand, where there are now 93 seats, only 15 represent this zone. This means, in terms of percentages, that this essentially urban district elects only 16 per cent of the representatives in the Legislative Assembly, whereas in the House of Commons it elects 28 per cent.

The CCCL concluded its brief by expressing the wish that an agreement in connection with unemployment assistance may soon be concluded between the federal and the provincial Governments.

This social measure, the brief emphasized, would meet a real need and would be calculated to help most particularly the workers in districts that are likely to be short of work longer and more often without benefiting by the Unemployment Insurance Act.

In connection with the brief, the General President dealt briefly with the problem of health insurance and with that of Sunday work in the paper-mills.

Mr. Picard particularly stressed the fact that health insurance is a measure which will become increasingly important with the growth of industrial development and automation. The means of production are developing, he said, and those of social security must also develop at the same time.

With regard to Sunday work in the paper-mills, Mr. Picard stated that as a general rule 50 per cent of the workers are in the mills on that day.

He suggested regular inquiries into the breaking of the Sabbath.

The Premier's Reply

The Hon. Maurice Duplessis reminded the labour delegation that he has never let slip an opportunity to call for proper respect for the Lord's Day.

"In the province of Quebec," he said, "we have religious and national traditions and no one has any right to dictate our conduct to us." He added that Bill No. 28 will facilitate the observance of Sunday.

Dealing with the question of delays in arbitration board procedure, the Premier stated that the employers were as much to

blame as the labour organizations. He then appealed to the intelligence and understanding of all concerned to try to find a solution for the problem.

With regard to health insurance, Mr. Duplessis pointed out that there can be no security without stability, the application of justice and the carrying out of those duties which are the responsibility of every one of us.

Explaining what the province already has in the way of public health, he said that his Government would give careful consideration to the plan submitted by the federal Government.

With respect to natural resources, the Premier stated that he would oblige companies, as far as possible, to work raw materials in the province itself.

With regard to the revision of the electoral districts recommended by the CCCL, Mr. Duplessis stressed the fact that the province of Quebec must retain its agricultural nature. He promised, however, that consideration would be given to the problem.

As for assistance to the unemployed, he stated that, under the constitution, this question is the responsibility of the federal authorities. "Let Ottawa give us back what belongs to us," he said, "and we shall be able to settle a host of problems ourselves."

Alberta Federation of Labour (TLC)

The Alberta Federation of Labour (TLC) has asked the Alberta Government to make a number of changes in the Labour Act and in the Workmen's Compensation Act of the province. Suggestions were also made dealing with unemployment, health insurance, holidays with pay, highway traffic, and other matters.

These representations were contained in the Federation's annual memorandum, presented to the provincial Cabinet on December 15.

The Federation complained that the Labour Act had deteriorated from the worker's point of view, and requested changes which included the following:—

Formation of a separate section to cover the construction industry.

Amendment to provide for the principle of equal pay for equal work.

Clearer definition of "employer" and "employee".

Abolition of exemptions in all classes of employees covered by the minimum wages section.

Provision for the automatic certification of merged labour organizations, without the merged organizations being obliged to make new applications for certification.

Amendment of the Act to provide that benefits such as seniority, holidays, etc., shall not be lost by an employee because he has taken part in a cessation of work.

Provision in the Act to insure job security for an employee when he is absent from work because of certified illness.

Change in the Act to provide that "when two or more appropriate units for collective bargaining within the same company are certified by one union, said union may require the employer to bargain collectively on behalf of all units certified within said company".

Among the measures to mitigate unemployment urged on the Government by the Federation were: that a co-ordinating committee representing management, labour and government be set up; that maintenance work be timed to alleviate unemployment; that highway construction be continued through the winter as long as

weather permits; that low-interest loans be made available to would-be home-owners; that co-operation of cities and municipalities be enlisted in the construction of buildings and public works.

The Federation expressed the opinion that only when provincial governments institute a compulsory, contributory health scheme "will the federal Government be spurred into taking the responsibility of financing such a scheme away from the provinces". The Government of Alberta was urged to take immediate action accordingly.

Some 17 changes requested in the Workmen's Compensation Act included: increase in payments to 100 per cent of earnings; maximum base of \$5,000; increased pensions to beneficiaries; establishment of institutions in industrial centres to provide for rehabilitation.

Requests were also made in the memorandum in regard to apprenticeship. It was suggested that living allowance for apprentices attending school be raised, and that each employer should be assessed a portion of the cost of the increase. It was

requested that the age limits for all indentured apprentices be made 16 to 24 years, except in the case of ex-servicemen.

Another request was that the Act be changed to allow an employer who employs one journeyman, or is himself a journeyman, to employ one apprentice, with an additional apprentice allowed for every two additional journeymen employed.

The brief asked that the Holidays with Pay Orders be amended to provide for three weeks with pay after five years, and four weeks with pay after 15 years' continuous service with one employer.

Among suggestions for amendment of traffic regulations the Federation requested that the law be changed to provide for a maximum shift of 10 hours for truck drivers, to be followed by not less than eight hours' rest in the driver's home or in an approved hotel.

There were also a number of other recommendations, including one which urged a legal provision for 48 hours' rest in each period of seven consecutive days, and for a five-day week for all workers in the province, with a maximum of eight hours' work a day, any reduction in hours to be without loss of pay.

Proceedings of Parliament of Labour Interest

Unemployment Insurance

January 23

Speedy extension of unemployment insurance coverage to fishermen was urged by C. W. Carter (Burin-Burgeo). "Speed is of the essence," he said, "because at the present rate of exodus, if it is delayed much longer, very soon there will be no Newfoundland fishermen left."

January 25

Asked by T. H. Goode (Burnaby-Richmond) what progress had been made since the last session of Parliament to bring into effect unemployment insurance for fishermen in British Columbia, the Minister of Labour replied as follows:

My reply shall apply not only to British Columbia but to the east and west coasts as well as to inland waters.

Hon. members will recall that this question was discussed at some length in the standing committee on industrial relations last session. Much of this discussion will be found from page 299 to page 326 of the minutes of proceedings of that committee. The Minister of Fisheries (Mr. Sinclair) and officials of his department appeared before the committee. During those discussions I think most of those participating reluctantly had to agree that it would be

difficult to bring under the Unemployment Insurance Act those who are owners or are self-employed or who fish on a straight share basis. In view of this, it was felt that even if the remainder—approximately 7 per cent—who go out to fish, namely the wage-earners, could be brought under the Act and have their fishing employment count along with other employment towards benefits, it would be unfair to the main body of the fishermen.

In reply to a question by T. S. Barnett (Comox-Alberni) as to whether steps have been taken since last session to provide unemployment insurance coverage for Canadians employed by the United States Government and its agencies on Newfoundland bases, the Minister of Labour said negotiations in this matter have been initiated and there are indications that a satisfactory solution will result.

The Minister of Labour made a statement concerning certain provisions in the revised Unemployment Insurance Act which have been causing some concern to persons who had previously been claimants for benefit and who found difficulty in establishing a new claim subsequent to the coming into force of the revised Act on October 2 last. Mr. Gregg announced a less

restrictive interpretation of the pertinent sections in accordance with the spirit and intent of the new Act. (See p. 308.)

February 2

The position of striking employees of General Motors under the Act was the subject of an inquiry by John M. James (Durham). The Minister of Labour replied that the procedure would be exactly the same in this case as in all others, as follows:

When General Motors resumes operations and the plant starts again, then those former workers who are not taken on or have not found other employment when the plant reaches normal production may apply for unemployment insurance.

As to the definition of "normal production," the former production output and the normal number of employees, of course, are considered as factors. Where there is a difference of opinion between the claimant and the insurance officer the matter may be taken to the board of referees, and, of course, to the Umpire if necessary.

February 21

Disapproval of the failure to bring hospital employees under coverage of the Act was voiced by T. S. Barnett (Comox-Alberni).

Social Security

January 23

Old Age Security and Old Age Assistance payments and blind persons' allowances should be increased, Stanley Knowles (Winnipeg North Centre) said. Since the present figure of \$40 was set, the gross national product has gone up by more than 60 per cent, he pointed out. "I feel it is little enough that our old age pensioners should get a corresponding increase in the pension that is paid to them." Mr. Knowles suggested a 65-per-cent increase, which would bring it to \$66 a month. He suggested also that the same increase apply to disability allowances.

January 24

Wilfrid Dufresne (Quebec West) called for an increase in family allowances, to keep pace with the increase in the cost of living, and more generous help for disabled persons.

February 1

Stanley Knowles (Winnipeg North Centre) asked if the Government is considering an amendment to the Old Age Security Act to permit persons who have qualified for the pension to continue receiving it if they subsequently move to another country and, if the answer is in the negative, to permit continued receipt of pension by persons required to move to another country for health or other specified reasons.

The Minister of National Health and Welfare replied that the Government is constantly giving consideration to any amendments to the Act which seem, in the light of experience, advisable.

February 8

In reply to a request by Stanley Knowles (Winnipeg North Centre) for information regarding pension plans in Canada—number in operation, transferability provisions and the possibility of the Government's considering an over-all Government-sponsored industrial pension plan—the Minister of Labour replied that no statistical information is available on the transferability of pension rights but it is believed that such provisions are comparatively rare in industrial pension plans. The Department of Labour knows of three types of plans, he said, which contain provisions for a limited type of transferability. He continued:

An amendment to the Ontario Municipal Act in 1953 made it mandatory for the standard municipal plan for municipalities and municipal organizations in Ontario to provide for immediate vesting of the employer's contributions where a terminated employee left to become employed by the Civil Service of Ontario or Canada, the civic service of any other municipality or local board in Ontario, or the staff of any board, commission or public institution established under any Act of the Ontario Legislature.

The Canadian Welfare Council, Halifax community chest, and the greater Toronto community chest have plans in operation. Each plan contains a special transfer clause which gives complete vesting of employer benefits if any employee transfers to another social welfare agency.

In employer-union negotiated plans there is a recent trend towards the recognition of the principle of "transfer values" within the industry or between the member employers in a specific trade in a particular locality or localities. These plans cover union members in good standing. The elevator (lift) industry has such a plan in effect. As long as an employee remains employed in the industry by one of the member employers, his pension credits continue to accumulate in accordance with the terms of the plan. Not until he leaves the group of employers represented does the termination clause of the plan become operative. The printing trade in the Toronto area has a plan on similar lines. If an employee stays with the trade but moves outside the Toronto district or if he leaves the trade, he is considered as a terminated employee. The garment making industry in Montreal and Toronto jointly had introduced a scheme along the same lines for members of their union.

The Minister explained the circumstances in which persons entering the federal Civil Service from companies in which they were eligible to be covered by pension plans may transfer eligibility rights.

A study of the effect of pension plans on the employment of older workers and of possible ways of facilitating or encouraging the retention or transfer of pension rights is being made by the Department of Labour and other interested departments, he said.

February 10

J. G. Diefenbaker (Prince Albert) asked what action, if any, had been taken to amend the regulations under the provisions of the Disabled Persons Act to widen the definition of a disabled person.

The Minister of Health and Welfare replied that changes in the provisions of the regulations can be made only with the consent of the provincial governments. Arrangements, he said, have been made to have the federal medical officers connected with the administration of disabled persons allowances meet in Ottawa in February. Medical officers representing the provinces have also been invited. When the results of the discussions are known, further consideration will be given to the present interpretation of "totally and permanently disabled".

February 13

A motion to increase family allowances was introduced by H. R. Argue (Assiniboia).

World Calendar

January 23

L. E. Roberge (Stanstead) urged adoption of the World Calendar, as better suited to present conditions than the Gregorian calendar.

Income Tax

January 23

R. F. L. Hanna (Edmonton-Strathcona) raised the question of possible income tax reductions. Many Canadians are hoping for tax reductions this year, he said, in view of the fact that the gross national product is running considerably higher than was forecast in the budget. He added, however, that he would be the last to suggest tax reductions at this time if they are made at the expense of our social security program. He explained:

We cannot have it both ways. I believe that the majority of Canadians want a national health insurance scheme; but if we get it we must remember that it has to be paid for. However, if we as Canadians collectively can produce more per man hour through a well-managed and well-balanced economy, then we will be able to enjoy greater benefits, in the form of either tax reductions or increased social security benefits, or possibly both.

January 24

Higher personal income tax exemptions were urged by Donald M. Fleming (Eglinton).

January 27

Stanley Knowles (Winnipeg North Centre) introduced a bill to provide that appeals by corporations before the Income Tax Appeal Board be heard in public.

The bill received first reading but was defeated on second reading on February 3 by 122 to 20.

January 30

A motion introduced by Stanley Knowles (Winnipeg North Centre) calling for an amendment to the Income Tax Act removing the 3-per-cent floor on medical expenses deduction was defeated by a vote of 98 to 66.

February 13

A motion concerning deduction of medical costs from taxable income, introduced by O. C. Trainor (Winnipeg South) and later amended by J. M. Macdonnell (Greenwood), called for an amendment to the Income Tax Act to allow a taxpayer to include in his deductible medical expenses, at his option, either (a) any amounts billed and paid under a contributory insurance or hospitalization plan, as now provided, or (b) any premium or tax paid by him for insurance against sickness or accident or under any plan of health insurance.

February 6

A bill to amend the Act, reducing the time within which the Department can re-open an assessment from six to three years, except in the case of fraud or misrepresentation, was introduced by E. D. Fulton (Kamloops).

February 7

H. W. Herridge (Kootenay West) requested a statement from the Government with respect to the application of the income tax regulations to pension funds in Canada.

Crowsnest Pass Agreement

January 24

The federal Government is not considering an upward revision in the Crowsnest Pass freight rates, the Minister of Transport told H. A. Bryson (Humboldt-Melfort). Mr. Bryson called attention to a press release in which the President of the Canadian Pacific Railway "attacked the Crowsnest rate charges as being neither just nor reasonable," and asked if the Minister could give an assurance that there will be upward revision of the Crowsnest rates.

Health Insurance

January 26

The Prime Minister made a statement in the House regarding federal assistance to a national health program.

He recalled that at the opening of the federal-provincial conference last October he had made a public statement of the general policy of the Government on the subject.

Constitutional responsibility in this field, he reiterated, lies with the provincial governments. Provincial spokesmen have made it clear, he said, that they would expect Parliament to provide some share of the finances required by a grant in aid, as was done in the case of other major social security and health programs.

The committee that was established by the conference has been meeting in Ottawa in camera and discussions have now reached a stage, Mr. St. Laurent informed the House, where it seems desirable that the federal Government should state the nature of the financial assistance it would ask Parliament to provide. He said:

When a majority of the provinces, as I have mentioned, are ready to proceed we would recommend to Parliament that it enact legislation to provide a grant to each province operating a hospital care insurance program. The amount of the grant would be a fraction of carefully defined shareable operating costs of hospital care, being 25 per cent of the per capita shareable costs in Canada as a whole, multiplied by the population covered by the provincial program. The programs in which we would share would provide standard ward care.

This formula will leave a substantial incentive for economy and efficiency with each provincial authority, together with a large measure of federal assistance and equity in its distribution. It will mean that on the whole the federal treasury would bear about one-half of the net shareable operating costs of such programs of hospital insurance.

We would not propose under this legislation to share the costs of care for mental illness and tuberculosis, which provincial governments have traditionally provided and for the improvement of which Parliament has already been providing grants under the national health grants program.

We are also prepared to include in our recommendation to Parliament the addition to this hospital program of laboratory, radiological and other diagnostic services for patients outside of hospitals as well as in them. Already a start has been made towards these services under the national health grants program, and those who have studied the subject consider the provision of these diagnostic services to be a desirable step to take either before or along with a program of insurance for hospital care.

February 16

Questioned as to whether the proposed hospital plan will cover tubercular and

mental cases, the Prime Minister stated the intention is to make no change with respect to provincial responsibility.

Education

January 26

A. H. Hollingworth (York Centre) introduced a motion calling upon the Government to consider the advisability of introducing legislation to provide national scholarships and bursaries for needy students at the university level.

Human Rights

January 30

M. J. Coldwell (Rosetown-Biggar) introduced a motion proposing that the Government consider taking whatever steps are necessary to amend the British North America Act to ensure fundamental freedoms.

Automation

February 1

Stanley Knowles (Winnipeg North Centre) inquired if the federal Government is making studies of automation "so that plans might be formulated (a) to cope with the various problems created thereby, and (b) to make sure that its advantages will be shared by all the people of Canada".

Post Office Department

February 7

The question of labour relations in the Post Office Department, with particular reference to the 40-hour week and overtime, was discussed by Claude Ellis (Regina City), Angus MacInnis (Vancouver-Kingsway) and J. A. Byrne (Kootenay East).

Parliamentary Assistant

February 9

The Prime Minister announced the appointment of J. A. Blanchette (Compton-Frontenac) as Parliamentary Assistant to the Minister of Labour.

Labour Union Certifications, 1955

February 15

The Minister of Labour, in reply to a question by Angus MacInnis (Vancouver-Kingsway), reported that the Canada Labour Relations Board, in 1955, issued 67 certificates to 35 international, national and local unions.

Guaranteed Annual Wage

February 20

In a six-part question, Stanley Knowles (Winnipeg North Centre) requested information concerning the guaranteed annual wage in Canada.

Mr. Knowles asked how many collective agreements include provision for the GAW, the number of employees covered by such contracts and the relationship between such GAW provisions and unemployment insurance. He also inquired if the Department of Labour is taking any steps to encourage inclusion of a GAW provision in collective agreements and whether any departmental studies on the subject are available.

In his reply the Minister of Labour said that since the signing last June in the United States of the first guaranteed wage plan in which payments are to be integrated with unemployment insurance payments, five agreements containing plans of a similar nature, frequently known as supplementary unemployment benefit plans, have been negotiated by Canadian firms. In addition, the Department has a record of five agreements under which a minimum amount of work or wages is guaranteed during the year without reference to unemployment insurance. In the first group, 8,261 employees are covered and in the second, 1,578.

Regarding the relationship between GAW provisions and the Unemployment Insurance Act, no specific regulation refers to GAW as such, the Minister said. The Unemployment Insurance Commission, therefore, would not be in a position to determine whether or not payments received under any particular plan will or will not be regarded as earnings within the meaning of the Act until the provisions of the plan are fully considered in the light of the provisions of the Act and regulations.

As to what steps, if any, the Department may have taken to encourage inclusion of the GAW provisions in collective agreements, it is the policy of the Department that working conditions should be negotiated freely and directly by the parties concerned, the Minister stated.

A study on the subject appeared in the September 1953 issue of the *LABOUR GAZETTE* (p. 1269); other studies will be made in due course as warranted, the Minister said.

Unemployment

February 21

Asked by Mrs. Ellen L. Fairclough (Hamilton West) to comment on statistics appearing in the morning press indicating that the January unemployment figure was the second highest since the war, the Minister of Labour pointed out that the figure is for mid-December to mid-January, a period when there are a great number

of layoffs for one reason or another over the holiday season. Observing that in the preceding 12-month period farm labour had increased by 300,000 and the total number of applicants had decreased by 100,000, the Minister said:

As a mid-winter picture, while it is unfortunate there are so many unemployed, I think we are in a better position this winter than we have been for a number of winters in the past, regardless of the figures.

That is true in the main, of course, because of the buoyancy of our whole economy in Canada. To a much lesser degree it is true because of the fact that governments at all levels, industry—particularly the Canadian construction industry—labour unions, communities and municipalities have worked together on a very widespread experiment to see how seasonal unemployment might be attacked this winter. I hope and believe that we are learning many things that will be useful in the future. Finally the improvement of the unemployment insurance plan, particularly during the seasonal period, is helping where more work cannot be obtained.

In reply to a suggestion by Stanley Knowles (Winnipeg North Centre) that the Government call a conference of labour, management and government to see what can be done to check rising unemployment, the Prime Minister stated he was confident that employers at all levels were doing their best to provide additional jobs during this period of seasonal unemployment and he had no reason to believe that their efforts would be intensified as the result of any conference that might be called.

Immigration

February 23

The Government has made no progress in providing facilities for immigrants from Israel and has no intention in that direction because the Israeli Government, which is seeking immigrants, does not wish us to do so, the Minister of Citizenship and Immigration notified Roland Michener (St. Paul's) in reply to his inquiry.

Consular service has been provided in Israel, which is available to assist in dealing with applications of certain categories of close relatives of Canadians who are admissible and desire to come to Canada, he added.

Voluntary Revocable Check-off

February 24

Bill to amend the Industrial Relations and Disputes Investigation Act to permit the voluntary revocable check-off of union dues, upon motion of Stanley Knowles (Winnipeg North Centre), received second reading.

Effects of Plant Expansion in 1955 on Manufacturing Employment

New plants and additions to existing factories completed during year expected to create at least 14,000 jobs when operating at capacity. Number has dropped progressively from peak of 34,300 reached in 1952

New manufacturing plants and new additions to existing plants completed during 1955 are expected to create at least 14,000 new jobs when they reach capacity operations. This estimate is based on the annual assessment* by the Economics and Research Branch of the Department of Labour of labour requirements resulting from expansion of Canadian manufacturing facilities.

The number of job opportunities resulting from plant expansion has dropped progressively since 1952. In that year, the new job total reached a peak of 34,300, largely as a result of the rapid expansion in defence industries; more than half was in the transportation equipment and electrical apparatus industries, reflecting heavy government expenditures on aircraft, ships and electronic equipment. Employment in the aircraft industry, for example, increased by more than 10,000 between 1951 and 1952 as a result of plant expansion. Since then, and particularly in 1954 and 1955, the emphasis in plant expansion has turned increasingly towards production for civilian consumption.

The continued decline in the number of jobs created by expansion of plant facilities partially reflects the minor recession that began towards the end of 1953 and extended through most of 1954. In this period, the declining demand for goods in export and domestic markets resulted in a fairly sharp drop in production and employment, particularly in manufacturing industries. Under these circumstances, many plans for new facilities were temporarily held up, with a consequent decrease in the number of new plant completions and new jobs in 1955.

*The current survey covers new firms that began operations in 1955 and firms in which employment increased in 1955 as a result of plant expansion. The total for each new plant or plant addition represents the number of workers expected to be employed when the new facilities are operating at capacity. The survey excludes a large number of plants and additions that had not yet begun operations at the end of the year.

Last year, however, there was a rapid recovery in the general level of production and employment. In many industries existing facilities were strained and the demand for additional capacity was renewed. The value of permits issued for the construction of industrial plants in the last half of the year was 50 per cent greater in 1955 than in 1954 and almost equal to that in 1953. This upsurge in investment has not yet resulted in new manufacturing jobs but will probably be reflected in the number that become available in 1956.

According to the survey, expansion in individual plants in 1955 was considerably larger than in 1954. Each new plant had, on the average, capacity for about 40 employees, compared with about 30 in 1954. Fifty-six per cent of all firms covered in 1955 expected to require up to 25 employees to staff their new facilities, 21 per cent expected to hire from 25 to 50 workers and 9 per cent expected a work force of more than 100 employees.

The variations in the size of staff required as a result of plant expansion in selected industries is shown in Table 1. Expansion of facilities for the production of chemicals or of petroleum products means relatively little increase in employment, since, as the table indicates, about three-quarters of the new plants in these industries will employ fewer than 25 workers. In transportation equipment manufacturing, on the other hand, only 29 per cent of new plants will employ fewer than 25 workers and half will employ 50 or more.

The regional distribution of new jobs in manufacturing in 1955 differs considerably from the pattern of past years, with the Atlantic, Prairie and Pacific regions gaining at the expense of Quebec. Ontario accounted for 54 per cent of all new jobs, a slightly higher proportion than in 1954 but about equal to the post-war average. Twenty-one per cent of the total was in Quebec; this is about two-thirds of the

TABLE 1.—PERCENTAGE DISTRIBUTION OF NEW PLANTS BY SIZE OF STAFF REQUIRED

(Selected Industries, Canada)

Industry	New Workers Required per Plant				
	Fewer than 25	25—49	50—99	More than 100	Total
	(Per Cent)				
Chemical Products.....	78	13	9	—	100
Electrical Apparatus.....	47	24	24	6	100
Food and Beverages.....	50	14	14	23	100
Iron and Steel Products.....	56	16	17	11	100
Non-ferrous Metal Products.....	60	31	3	6	100
Non-metallic Mineral Products.....	54	23	18	4	100
Paper Products.....	49	23	23	4	100
Petroleum Products.....	73	—	20	7	100
Textiles and Clothing.....	56	24	11	9	100
Transportation Equipment.....	29	21	36	14	100
Wood Products.....	55	31	7	7	100
All industries.....	56	21	15	8	100

long-term average for the province. In the remaining regions, the number of new jobs was correspondingly higher than the average in other years.

The expansion of plant facilities for the manufacture of textiles and clothing, iron and steel products and transportation equipment was responsible for 46 per cent of the total number of new jobs in 1955. The textile and clothing industry provided 2,500 new jobs, the largest number since 1951. Almost one-third of these were located at the new synthetic textile plant at Millhaven, Ont.

As in past years, the increasing demand for metal products in resource development, new construction and durable goods manufacturing resulted in a continued high rate of expansion in the iron and steel products industries. This group had the largest number of new plants completed in 1955 and provided 15 per cent of all new jobs.

The regional distribution was as follows: Ontario, 1,500; Prairie, 300; Pacific, 200; Quebec, 100.

The number of new jobs in the manufacture of transportation equipment was not far short of the total in iron and steel products, although with far fewer plants. The extension of an automobile plant in Windsor accounted for about two-thirds of the total. Twelve new plants in various parts of the country provided the remainder.

New jobs resulting from expansion in the electrical apparatus industry dropped to 650 in 1955, compared with an average of more than 3,000 in the three previous years. The 650 jobs were distributed among 14 plants established for the manufacture of such diversified products as television sets, batteries and air conditioners. Seven of these plants were located in Ontario, four in Quebec and three in the western provinces.

TABLE 2.—INDUSTRIAL DISTRIBUTION OF NEW JOBS IN MANUFACTURING

Industry	1950	1952	1954	1955
Chemical Products.....	800	1,350	1,000	700
Electrical Apparatus.....	700	4,250	2,450	650
Food and Beverages.....	1,500	1,400	1,400	1,300
Iron and Steel Products.....	1,550	3,400	2,500	2,100
Leather Products.....	—	100	300	100
Non-Ferrous Metal Products.....	850	800	2,450	1,000
Non-Metallic Mineral Products.....	500	1,250	1,150	800
Paper Products.....	800	1,300	900	750
Petroleum Products.....	350	100	700	400
Rubber Products.....	250	250	150	400
Textiles and Clothing.....	1,300	1,700	1,900	2,500
Transportation Equipment.....	2,650	16,400	1,250	1,800
Wood Products.....	550	1,400	1,900	1,300
Miscellaneous Manufacturing.....	100	600	300	200
TOTAL.....	11,900	34,300	18,350	14,000

23rd Meeting of Vocational Training Advisory Council

Ways to increase number of technicians and skilled tradesmen in face of Canada's expanding economy discussed at Council's regular meeting. Vocational Schools' Assistance Agreement to be extended another year

The increasing shortage of engineers, technicians and skilled tradesmen in Canada in the face of an expanding economy, and the means by which the numbers of such workers can be increased, was the leading topic discussed at the 23rd regular meeting of the Vocational Training Advisory Council, held in Ottawa on February 6 and 7.

The federal Government has decided that the Vocational Schools' Assistance Agreement shall be extended for one more year on the same basis as in the past two years, the meeting was told.

The Council, which met under the chairmanship of Dr. G. Fred McNally, former Chancellor of the University of Alberta, consists of representatives of employers, labour, provincial departments of education, women's organizations, and other interested groups. Its function is to advise the Minister of Labour on matters of policy and procedure connected with vocational training programs in which the federal Government co-operates with the provinces.

Minister of Labour

In welcoming the delegates, Hon. Milton F. Gregg referred to the federal-provincial tax-sharing conferences as an earnest, sincere attempt to find a way of settling the matters at issue. Unemployment, he said, though serious, was on a smaller scale than a year ago. He mentioned the federal government's plan for unemployment assistance.

National health insurance, the Minister said, had been a long time in coming; but he had hope now that a satisfactory arrangement would be reached.

In reference to the future of the vocational training program, Mr. Gregg said that with further discussions pending between the federal and provincial governments on fiscal relations and other matters it was not considered opportune at present to introduce a new vocational training program, and that it had been agreed to propose the extension of the existing agreement for another year.

Deputy Minister of Labour

With increased economic activity, said A. H. Brown, Deputy Minister of Labour, there had come a greater awareness of the need for technical training in Canada. He mentioned developments in automation, but pointed out that Canadian plants had not been much affected by automation as yet. He spoke of the need for finding a way of meeting requirements for skilled manpower and expressed the hope that the Council might be able to point out ways in which the Department of Labour could help to fill that need, by providing training or in other ways.

Progress Report

In every province technical or vocational schools and institutes are reported to be overcrowded, in some cases there are long waiting lists, and the need for new or enlarged facilities is increasing every month, C. R. Ford, Assistant Director of Training, Canadian Vocational Training Branch, told the Council.

Canada is short of highly trained technical personnel and cannot meet the demand with present facilities. In the electronics field alone, he said, there will be calls for thousands of technicians.

Except for special programs in the coal mining areas of Nova Scotia and the classes for pipeline welders in Western Canada, training of the unemployed continues to decline, Mr. Ford reported. Youth training under Schedule "O" generally is not expanding; and with Student Aid allotments frozen, the number of students has not increased, although requests for such assistance have been more numerous, he said.

The number being given rehabilitation training is increasing slowly, the report said. Between April 1 and the end of December 1955, 540 new cases were placed under training, compared with 286 for the same period of the previous year.

Training for service tradesmen is still being provided at Calgary, Winnipeg and Three Rivers for vehicle mechanics and at

Winnipeg and Toronto for telecommunication mechanics, who are receiving instruction in elementary electronics. Late last year the Training Branch had been asked to arrange with the provinces for a supply of civilian teachers for the armed forces training centres; at present 162 such teachers are being provided, the report said.

The following vocational correspondence courses have been completed since the last Council meeting: carpentry, auto mechanics, machine shop, auto body repair by New Brunswick, and elementary navigation by Nova Scotia. Courses reported as under construction included: in Ontario, additional units of courses completed, and shop mathematics for machine shop and tool-making apprentices; in British Columbia, commercial art and fruit growing; and in Saskatchewan, electric welding.

Director's Report

The report by A. W. Crawford, Director of Training, took the form of comments on the items to be discussed at the meeting and a review of past action with respect to certain items on the agenda.

Probably the most important topic at present, Mr. Crawford said, was the Vocational Schools' Assistance Agreement. Much time and thought had been given to the renewal of this agreement by Council, the Department of Labour, Treasury Board, and by the Government. At a special meeting in April last year a motion had been passed urging that the matter be put on the agenda of the federal-provincial conference on tax rental agreements but it had not appeared on the agenda.

He said that it had finally been decided by Treasury Board and the Government that until the situation with respect to federal-provincial fiscal relations had become clear it would not be advisable to renew the agreement with increased amounts for a period of ten years. It had therefore been decided to extend the agreement for another year on the same basis as in the past two years.

Dr. F. T. Fairey

Dr. F. T. Fairey, MP for Victoria (B.C.) and former British Columbia Deputy Minister of Education, mentioned the debate in the House of Commons on January 26 on the provision of national scholarships and bursaries. He spoke of the spate of students which would be coming into the schools during the next ten years.

The universities, he said, would not be able to cope with the increased number of students, who would have to be cared for

in other ways, such as by means of technical schools and arts and crafts schools.

Dr. Fairey said that the shortage of engineering students was such that twice as many could be absorbed as were available. There were great difficulties nowadays, he said, in getting students to face a four-year engineering course. Good wages offered by industry to young men with little training were a temptation to youth to prefer the present to the future. There was also a shortage of technicians, Dr. Fairey said.

He urged members of the Advisory Council to do all they could to keep the vocational training program alive, insisting that it should be considered a national and not a provincial matter.

Agricultural Training in Saskatchewan

J. A. Doyle, Director of Technical Education, Saskatchewan Department of Education, described briefly a program of agricultural training which had been tried in Saskatchewan. District agricultural clubs had been organized, he said, and courses had been designed to suit local demands. Responsibility for the program rested with local committees assisted by the school superintendents. The provincial government paid half the cost and the local school board paid the other half. Meetings were held twice a week.

Vocational Schools' Assistance Agreement

E. K. Ford, Director of Vocational Education, Nova Scotia Department of Education, held that it was in the national interest that federal grants should be earmarked for special purposes to ensure that they were in fact used for those purposes. It had been previously mentioned that some provincial authorities, in order to simplify matters, wanted the federal contribution to be made in a lump sum without any previous agreement as to exactly how it was to be used.

The Chairman suggested that the matter should be made the subject of a resolution, and after discussion, the Council resolved:

That the Vocational Training Advisory Council, after having reviewed both types of administrative proposals, reaffirm for the national good its unqualified support of the existing policy of special grants-in-aid for technical and vocational training.

National Importance of Vocational Training

E. K. Ford said that he believed it would be helpful if figures could be obtained which would illustrate the national need for training. On the other hand, it was felt

by one or two of the other members that actual figures were not important, that there was need for all the trained people that could be got, and that there was no need to worry about numbers. Another member said that he believed figures were of value in "selling" ideas, and he thought that if it were possible to give figures it would be easier to persuade people of the existence of needs.

Dr. W. R. Dymond said that the Economics and Research Branch is now considering studies to throw light on manpower shortages. He observed that forecasting in general terms is not very difficult (e.g. predicting the demand for engineers as a group) but predictions about particular classes (e.g. chemical engineers) were much more risky.

Dr. L. S. Beattie, Superintendent of Secondary Education, Ontario Department of Education, recounted some of the steps planned by Ontario to meet the need for advanced technical training, such as rebuilding and expanding Ryerson Institute; and higher grades in technical schools, equivalent to the first year of intermediate pre-Ryerson Institute.

A. M. Moon, assistant to Dr. Beattie, described a 1,000-hour program for secondary school graduates in Ontario, under which the students spend 450 hours in night school and the rest of the time in home study. He also mentioned the development of a technical Grade 13 for vocational schools, equivalent to the first year at Ryerson.

W. Elliott Wilson, Manitoba Deputy Minister of Labour, speaking on the question of how far present vocational training programs are meeting the present and future needs of industry, said he thought that by a combination of technical training and apprenticeship, needs are being pretty well met. He raised the question, however, of whether apprenticeship, as a means of training, was on the way out.

TLC Secretary-Treasurer Gordon Cushing, in answer to a question, said that he thought labour was still favourable to apprenticeship. But theory, as well as shop experience, was necessary, he said, and training in school was needed to supplement practical training.

Mr. Wilson observed that co-operation between the technical education and the apprenticeship systems was not all it might be. The Chairman suggested that the Training Branch should consider how this relationship could be improved. After discussion, the Council resolved:

That the staff of the Training Branch co-operate with a committee from Apprenticeship, Industry and Education and bring forward a suggested plan for appraising the

needs of industry, the training of workers and various training courses designed to meet the needs of industry and of workers.

Attitude towards Technical Schools

The social stigma that seems to be attached to technical schools results in part from the attitude of public school teachers, who sometimes appeared to look on such schools as places to which gravitated pupils unable or unwilling to keep up in academic classes, it was thought by Herbert Cocker, Vice-president of McKay-Cocker Construction Ltd., London, Ont.

Other contributing factors mentioned by two other members were the dislike women often show to their husbands' coming home in work clothes and with dirty hands, and the feeling commonly shown by farmers and other manual workers against their sons following their father's calling.

The British Columbia Deputy Minister of Education, Dr. Harold L. Campbell, thought the feeling that mental work was superior to manual work went deeper than that. We have to recognize, he said, that our culture regards more highly the ability to deal with abstract ideas than the ability to deal with concrete facts.

André Landry, Director of Quebec's Youth Training Plan, said that the best advertisement for vocational schools is the record of students after graduation.

Research Projects

The Council referred to the Department's Economics and Research Branch several questions for possible study. These included:—

(a) How do we go about judging talent, offering guidance, and providing student aid to make better use of the talents of the young?

(b) What are the unions doing to popularize their trades; what are the unions' plans with regard to training, and what importance do they attach to further training?

(c) How many students at Grade 10 or 12 level need bursaries to carry on.

(d) What is the desirable scope of rehabilitation work.

Report of Supervisor of Trade Training

S. R. Ross, Supervisor of Trade Training, Canadian Vocational Training Branch, said the effectiveness of apprenticeship training depended a great deal on the availability of skilled instructors.

There was a danger that training might bog down into a cheap labour device, he added.

The greatest difficulty, he said, was to find employers who would give training. In the construction industry, only 10 per cent of general contractors were interested in training. He thought that in future we should see more pre-employment training than there had been so far.

Occupational Monographs and Film Strips

In giving an outline of the film strip program, Phil Cohen of the Economics and Research Branch said that in the program started in 1953 on the recommendation of the Council, eight strips had been completed so far and two more were in preparation. The strips, he said, were sent to the provincial Departments of Education for appraisal and were distributed to schools and other institutions for showing. The sales of the strips—at \$1.50 each—had been satisfactory.

Two more occupational monographs, Mr. Cohen reported, were being prepared and others were being revised. Revision, he said, in both English and French editions, was a major problem, since monographs quickly became out of date. A greater effort was being made at regular revision, he announced.

Dr. Dymond, referring to the financing of the film strip program, said that it had been suggested to the provinces using the strips that they should, as a group, pay 50 per cent of the cost. But it had proved very difficult to get them to commit themselves to any arrangement.

Norman Dowd, Executive Secretary of the Canadian Congress of Labour, was in

favour of raising the price of the film strips sufficiently to recover the cost.

When asked if they approved the continuance of the film strip program, the members agreed.

Rehabilitation

Ian Campbell, National Co-ordinator of Civilian Rehabilitation, reported that the number receiving rehabilitation training had doubled in the past year and that facilities were being used to capacity. As an example of the value of the work, he mentioned that 345 handicapped persons who had formerly been a charge on others, and whose support had cost an aggregate of \$160,000 a year, were now earning a total of \$640,000 a year.

There are some 125,000 disabled persons in Canada who need rehabilitation services. Mr. Campbell said, and as provincial records show that only 1,000 cases have been completed so far, the program is only just beginning.

Mr. Doyle brought up the matter of the cost of giving pre-vocational training to disabled persons who had not had enough general education to be able to take vocational training. Mr. Crawford said that the Department did all in its power to help in such cases, and that if the necessary general education could be given in a vocational school as part of vocational training, the federal Government would pay its share of the cost. But, he said, if it were necessary to send such a person to a public school to be taught it was a matter that belonged to the provincial sphere.

The General Motors Strike

Settled February 13. Walkout by UAW on September 19, 1955, at five Ontario plants lasted longer than any other strike in the Canadian automobile industry and caused greatest time loss in Canadian history

The strike of the United Auto Workers (AFL-CIO-CCL) against General Motors of Canada, which on September 19, 1955, closed plants in Oshawa, Toronto, London, St. Catharines and Windsor and which was settled February 13, lasted longer than any other strike in the history of the automobile industry in Canada and caused a greater loss of man-days than any other strike in Canadian history.*

*In January, more than 88 per cent of the total time loss and nearly 80 per cent of the total of workers involved in strikes were accounted for by the strike at General Motors.

The number of employees involved was about 17,000—3,200 indirectly. When the final settlement was reached, 104 work days had been lost, and it was expected that the total number of days lost before the return to work was completed would reach 112 or more. The previous records for number of days lost in a work stoppage in the automobile industry in Canada were 93 days in the Ford strike of 1945 and 96 in the Chrysler strike of 1946.

At the time of the settlement it was estimated that by the time production was

resumed, about 1,500,000 man-days would have been lost. The largest number of man-days lost in any previous strike was 1,121,000 in a coal miners' strike in the Maritimes in 1947.

During conciliation board hearings before the strike, George Burt, Canadian Director of the United Auto Workers, followed by his fellow negotiators, twice walked out of meetings of the board. He said that real bargaining does not begin until a union is in a legal position to strike, and that his action was intended to hasten the day when the union would be in that position.

The majority report of the provincial conciliation board in the dispute suggested legislation that would force both parties to co-operate with conciliation boards. The board was not recommending compulsory arbitration, the report pointed out, but suggesting that the Ontario Labour Relations Act be amended to provide fines for companies and decertification for unions who refuse to co-operate with conciliation boards. It also recommended that unions should be free to strike if a company refused to make full submissions to the board and that, when a union refused to co-operate, the conciliation board should remain constituted for a further 30 days, thus delaying the union's right to strike for that length of time.

The report, signed by Judge J. C. Anderson of Belleville and company nominee C. P. McTague, said: "The action of the UAW (in walking out of conciliation board meetings) may do much to force legislation that would make compulsory arbitration the final basis of settlement in industrial disputes when, as in the case of this dispute, a serious and long-drawn-out strike would harm a large segment of the country's economy."

A minority report by Drummond Wren, the union's nominee, opposed the legislation suggested by the other board members.

After the strike started the company twice applied to the Ontario Labour Relations Board to have the strike declared illegal, but each time the Board refused to issue any decision. The company rested its claim that the strike was illegal on the contention that the old contract had been extended automatically under the termination clause in the agreement. A union spokesman stated that the clause in question was "unclear and ambiguous".

After the strike had been going on for a considerable time, negotiators from the United States for both the company and the union took a hand in the bargaining. At the end of September, Louis B. Seaton, the company's director of personnel in Detroit,

arrived in Toronto to join in the discussions; and at the end of December, Leonard Woodcock, head man in the union's General Motors department in Detroit, entered the negotiations.

On December 16, a joint statement by A. R. Mosher, President of the Canadian Congress of Labour, and Claude Jodoin, President of the Trades and Labour Congress of Canada, called for "moral and financial assistance" to the strikers by all CCL and TLC locals.

Settlement came a few minutes before midnight, February 13. The UAW estimated their gain in wages and fringe benefits at 26.2 cents an hour, of which 5 cents is accounted for by the supplemental unemployment benefit plan, similar to that won last year by the union from Ford and General Motors in the United States (L.G., July 1955, p. 811).

Following are the major provisions of the new agreement, which was overwhelmingly ratified by the union members in the week following the settlement, together with the provision in the old contract, the union's original demand, the company's first offer, and the union's estimate of the gain:—

Wages

Old contract: 3-cent-an-hour improvement factor at Oshawa, 4 cents elsewhere.

UAW demand: 15-cent-an-hour wage increase.

Company offer: 5-cent-an-hour improvement factor plus increases where inequities exist.

New contract: 6-cent-an-hour improvement factor plus fund for adjustment of wage rate inequities. (The company estimated its contributions to this fund at 4 cents an hour per employee; the union estimate was an hourly total of \$750.)

Estimated gain: 6 cents.

Unemployment Benefits

Old contract: no provision.

UAW demand: layoff pay of up to 100 per cent of take-home pay.

Company offer: 60 to 65 per cent of take-home pay for up to 26 weeks of layoff.

New contract: same as company offer.

Estimated gain: 5 cents an hour.

Term of Contract

Old contract: five years.

UAW demand: one year.

Company offer: three years.

New contract: two and a half years.

Pensions

Old contract: \$55 a month at age 65 after 30 years' service.

UAW demand: maximum of \$100 a month.
Company offer: approximately the same as under the new contract.
New contract: \$67.50 a month at age 65 after 30 years' service (may be as high as \$100 a month because there is no ceiling on number of years' service that may be counted).
Estimated gain: 4.15 cents an hour.

Method of Pay

Old contract: day work plus group bonus.
UAW demand: eliminate group incentive pay.
Company offer: agreed, conditionally.
New contract: agreed (weekly pay at Oshawa and Windsor, instead of every two weeks).

Seniority

UAW demand: seniority overriding consideration in transfers and promotions, plant-wide job selection.
Company offer: some widening of seniority protection.
New contract: wider, but not rigid, seniority.

Union Status

Old contract: modified Rand Formula at Oshawa, modified union shop elsewhere.
UAW demand: union shop.
Company offer: favourable consideration if other matters settled.
New contract: union shop.

Hospital-Medical Plan

Old contract: contributory.
UAW demand: all company-paid.
Company offer: higher benefits, higher contributions by the company.
New contract: higher benefits, company paying half cost.
Estimated gain: 1.7 cents an hour.

Inter-Plant Job Transfer

Old contract: no provision.
UAW demand: allow worker to move with his job if it is shifted to a new place.
Company offer: willing to discuss when and if major operations are transferred.
New contract: workers to have chance to move with job.

Statutory Holidays

Old contract: six.
UAW demand: eight.
Company offer: seven.
New contract: eight.
Estimated gain: 1.4 cents an hour.

Vacation Pay

Old contract: 80 hours after 5 years' service, 120 after 15 years.
UAW demand: 120 hours after 10 years, 160 hours after 15 years.
Company offer: 100 after 10 years, 120 after 15 years.
New contract: same as company offer.
Estimated gain: 0.2 cents an hour.

Premium Pay

Old contract: time and a half after eight hours a day and 40 hours a week, double time for holidays worked.
UAW demand: increased rates for Saturday, Sunday and holidays worked.
Company offer: time and a half after eight hours and 40 hours, and on Saturday; double time Sunday; triple time for holidays worked.
New contract: same as company offer.

Shift Premiums

Old contract: 5 cents an hour for afternoon and night shifts.
New contract: 5 per cent for afternoon, 10 per cent for night shift.
Estimated gain: 1.4 cents an hour.

Meeting on Disabled Persons' Allowance

A number of provincial representatives concerned with the administration and medical aspects of the Disabled Persons' Allowances program met in Ottawa during the week of February 6. The experiences of the program's first year were reviewed.

Throughout the week-long meeting, the importance of the rehabilitation aspects of the program was stressed.

Opened by the Hon. Paul Martin, Minister of National Health and Welfare, the meeting was under the chairmanship of

Dr. K. C. Charron, Principal Medical Officer of that Department. In addition to the provincial representatives, also participating in the discussions were Dr. G. D. W. Cameron, Deputy Minister of National Health; Dr. G. F. Davidson, Deputy Minister of National Welfare; J. W. MacFarlane, Director of Disabled Persons' Allowances; and Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Department of Labour.

U.S. Congressional Committee

Issues Report on Automation

No specific legislation appears to be called for at present to deal with economic and social impact of automation, committee concludes. Recommendations made to government, management and organized labour

That no "specific broad-gage economic legislation appears to be called for" at present to deal with the economic and social impact of automation in industry is the conclusion of a United States congressional subcommittee that studied automation and technological change. The subcommittee on economic stabilization reported its findings to the Chairman of the Joint Committee on the Economic Report on November 25 after extensive hearings on the subject from October 14 to 28. Representatives of industry and organized labour, as well as the United States Department of Labor and individual experts on automation, made submissions.

The report said that while automation was defined in various ways, it could be broadly described to include all new automatic and electronic processes along with rapid technological advance and improved know-how generally. However, it would be wrong to dismiss automation as no more than an extension of mechanization. The techniques of automatic technology are making whole new industries and products possible which would otherwise have not developed.

"There can be little doubt but that these industries will continue to contribute towards maintaining employment levels in the future in the face of increased automation elsewhere, and even in the particular industries themselves," the subcommittee said. "On the other hand, it would be unwise as a matter of public policy to overemphasize the employment potentials in these new industries and assume that their growth will be sufficient to take care of displacement in the older industries."

However, offsetting fears of possibly adverse employment effects are the facts that there is a high employment potential in the service industries associated with the new products and that adjustment to automation has so far been made relatively easily during the present period of economic growth. While the number of

workers affected by automation will be only a relatively small fraction of the total labour force, the report warned that no one can overlook the fact that many individuals will suffer personal mental and physical hardships as the adjustments go forward.

It was recommended that Government departments and Congress, if necessary, consider measures that will make for more effective use of the United States Employment Service, especially in dealing with the problem of the middle-aged worker and the placement of the more highly skilled and specialized; both groups will be affected by shifts caused by automation. To cope with the serious shortage of skilled personnel required for the new technology, it was suggested that all levels of government study seriously the need for promoting secondary and higher education to the largest extent possible.

Industry and management were advised that they must be prepared to accept the human costs of displacement and retraining as charges against savings introduced by automation. Government agencies were urged to develop comprehensive and concrete programs to ease the problems of chronic or short-run unemployment wherever they may appear and whatever the cause.

Organized labour was told that it should continue to recognize that an improved level of living for all cannot be achieved by a blind defence of the *status quo*. However, the report did point out that no opposition to automation was voiced by the representatives of organized labour or of management, although labour warned that the problems of adjustment must not be ignored.

The subcommittee concluded by pointing out that the problems of automation are by no means negligible nor settled, which led to the urgent recommendation that all interested parties should make this a subject of continuing or recurrent study.

13th Annual Convention of the Ontario Federation of Labour (CCL)

Delegates approve proposed merger with provincial TLC federation and continued support of CCF Party, criticize conciliation procedures in the province, and call for a progressive reduction in the work week

Merger of the TLC and CCL provincial federations in Ontario gained the approval of the 400 delegates to the 13th annual convention of the Ontario Federation of Labour (CCL) in London on February 6, 7 and 8. A joint convention of the two groups is likely to be held this fall.

Continued support of the CCF was also overwhelmingly approved in the face of spirited opposition from some delegates. The delegates also urged sweeping changes in Ontario's conciliation procedure.

A call for a stepped-up organizing campaign was sounded by CCL President A. R. Mosher when he addressed the convention. Federation President Sam Hughes, in his presidential address, advocated that positive steps be taken to enlist the support of farm organizations.

The entire executive of the Federation was re-elected.

More than 100 resolutions were submitted prior to the opening of the convention; the resolutions committee consolidated these into the 40 that were placed before the delegates.

A. R. Mosher

A. R. Mosher, President of the Canadian Congress of Labour, urged a national labour centre to co-ordinate the efforts of the unions across Canada. Only a national centre, he said, could promote properly labour's aims in the political, social and economic fields.

Labour, he said, "wants the highest possible standard of living which the intelligent use of the natural resources of the nation can provide, and that depends on people obtaining a fair share of the products of their labour".

Mr. Mosher called for a new union membership drive among employee associations and "company" unions, as well as "in the white collar occupations and in industries where little or no organization has been carried on".

Warning of the dangers of automation, the CCL President said that while labour does not oppose more efficient production

of goods, the ability to produce faster than the ability to purchase could lead to economic depression.

Sam Hughes

Federation President Sam Hughes, in his report to the convention, was strongly critical of the Ontario Government. He suggested that the provincial Premier would "listen more attentively to labour's demands" when the merger of the two major congresses becomes a reality.

He attacked the provincial Government on several fronts: racial discrimination, health insurance, the Ontario Labour Relations Act, and unemployment assistance.

Mr. Hughes advocated the amalgamation of labour and farm groups. With the merger of Canada's major labour bodies in the offing, he suggested that positive steps should now be taken to enlist the support of the farmer for an offensive on the legislative front.

The speaker said he had met with several farm groups during the past year and that they were becoming alarmed about their falling share of the national wealth.

Linked with his proposal that farmer support be sought was the strong recommendation that the labourer and the farmer should throw their weight behind the CCF.

In the agricultural province of Saskatchewan, Mr. Hughes contended, the CCF government had established the best labour legislation in Canada and the finest health and hospital plan in North America.

The Federation head hit out at Ontario's "businessman's government" for failing to enforce the provisions of its own Labour Act. Unions, he said, continued to be obstructed in bargaining with management through extreme delays in compulsory conciliation proceedings. The delays, according to a survey conducted by the Federation's research department, were increasing alarmingly, he said.

"When we consider that the Labour Relations Act allows a maximum of about 10 weeks for the entire process, we can only conclude the Act is being violated," Mr. Hughes said.

Merger of Provincial Bodies

Approval of a merger with the Ontario Provincial Federation of Labour (TLC) was voted by the delegates.

Federation Secretary-Treasurer Cleve Kidd, explaining the tentative arrangements made by executive committees from both federations, said the amalgamation would create in Ontario "a single voice" for approximately 500,000 trade unionists, half the membership of the Canadian Labour Congress that will result from the merger next month of the TLC and CCL.

The arrangements worked out, he reported, call for a president from the TLC, a secretary-treasurer from the CCL and two vice-presidents and three executive committee members from each.

Labour councils throughout the province will appoint delegates to an advisory body which will be "informed regularly" by the executive committee.

Representation for provincial conventions will be allotted on the basis of one delegate for the first 100 members of a union, and one for each additional 300 members. Per capita dues will be set at 2 cents a member, as is now paid in the OFL but a half-cent more than is now paid in the OPFL. Full-time staff employees of both organizations will be retained.

"This will be the structure for our first joint convention," Mr. Kidd said. "Undoubtedly there will be changes later, however."

In approving a provincial-level merger, the OFL empowered its incoming executive to call a merger convention "when they deem it necessary". Mr. Kidd said the OPFL normally holds its annual meetings in the fall "and that might be the best time".

A resolution carried almost immediately after this report put the OFL on record as favouring annual provincial conventions, elections at such conventions, and quarterly meetings of the executive council, which would include all elected officers and a representative from each affiliated labour council.

Support of CCF Party

The Federation voted overwhelmingly on the second day of the convention to continue its support of the CCF in the political arena.

The resolution was voted on after an address by Ontario CCF Leader Donald C. MacDonald, who called on labour to hit the political front as hard as it had been hitting the economic front.

Spirited opposition to the resolution came from a strong Windsor delegation representing Local 200 of the United Auto Workers. Herb Kelly of the local argued in vain for a vote that the OFL be non-partisan, politically.

Mr. Kelly attacked Henry Weisbach of Toronto, Director of the Party's national and provincial political action committees, charging that he was more concerned with election of CCF members to political seats than with union welfare.

Other speakers who supported endorsement of the CCF said that support of the CCF was vital to the fundamental aims of labour.

UPWA President

Addressing the Federation's annual banquet, Ralph Helstein of Chicago, President of the United Packinghouse Workers of America, advised the Federation to steer out of "the narrow area of bread and butter unionism and adopt more militant political action".

He said the Federation was "most fortunate" in having a political party as a voice.

"But," he warned, "you cannot speak effectively by remaining on the outside and criticizing the way the party operates. You must participate in its burdens. Only this way can it be a living, throbbing instrument for your use."

"In the thirties", he said, "people flocked to unions because they saw an instrument to serve their needs. This function in that period we discharged. Today, however, the problem is new."

"We cannot hope, even on very simple economic issues, to meet the problems of our people through the old methods."

On the eve of the merger of the AFL and CIO in both the United States and Canada, he said, "the merged federation must realize that fundamentally the major issues of today and tomorrow can be settled only in the political arena."

"It is not enough to say, as we have over and over again, that what we need is political action and then continue about the task of our daily routine. Political action must become the core, the centre of our activity, if our trade unions are to discharge their responsibility for establishing a world of peace, freedom and abundance."

TLC Speakers

Two top officials of the Ontario Provincial Federation of Labour (TLC) addressed the convention. Both commented on the

delegates' decision the day before pledging the CCL Federation's continued support of the CCF.

A. F. MacArthur, OPFL President, in an hour-long address during which he hailed the forthcoming merger of the TLC and CCL, said he favoured strong political action by unions but he failed to mention the CCF by name.

OPFL Vice-president William Boothroyd pointed out that the TLC had traditionally steered a non-partisan political course. "I do not think," he said, "that everyone understands that political endorsement commits union members to support only CCF nominees, who may not be the most acceptable candidates in every constituency."

Ontario Labour Relations Act

On the final day of the three-day convention, sweeping changes in Ontario's conciliation laws were urged.

Murray Cotterill of the United Steelworkers said this was the most important issue before the convention because Ontario labour is in a moment of crisis.

The resolutions committee had proposed the present system of appointing conciliation boards be abolished, and that such powers be given to a designated official of the provincial Department of Labour.

Mr. Cotterill called it a "bumbling" recommendation and a "piecemeal answer to a problem calling for a complete overhaul of Ontario labour legislation".

Eamon Park of Toronto, Legislative Director in Canada of the United Steelworkers of America, was also critical. He offered suggestions that were approved by convention as the basis of a new committee resolution. They are:—

(1) An option by unions to deny conciliation;

(2) Exemption of specific industries such as construction trades who may not want conciliation at all;

(3) Exemption from conciliation of unions of an interprovincial or international nature;

(4) Laws allowing unions to strike if conciliation boards do not submit recommendations before a given deadline;

(5) Employment of skilled personnel in the conciliation and mediation field;

(6) Conciliation awards made retroactive always to the date the previous union-management agreement expired.

The General Motors Strike

The first resolution placed before the convention, which was passed unanimously without debate, pledged support for the UAW strikers at the five General Motors

plants in Ontario. It also criticized the corporation "for using its increased wealth for greater resistance to the legitimate demands of labour".

Sponsored by the federation executive, the resolution called on the Canadian public to give full attention "to the attempts of Canadian working men to gain their just demands against tremendous odds".

President Sam Hughes, in his presidential address on the opening day of the convention, also hit out at General Motors. He claimed that the company made profits at the rate of \$5,000 per minute, and so the prolonged Canadian strike was not due to the company's inability to pay. "In fact," he declared, "it was probably the opposite."

Delegates approved the action of George Burt, Canadian Director of the UAW, in walking out of conciliation hearings at the start of the dispute.

Automation and Shorter Work Week

A "progressive" reduction in the work week, with the same take-home pay, was urged by the Federation. As originally submitted, the resolution called for a 30-hour week but the resolutions committee substituted "progressive" for the specific number of hours.

"The 30-hour week has got to come, just as the 40-hour week was inevitable," said John Kearns, a UAW delegate from Toronto. "There is no use in having automatic factories to produce things faster if these plants don't hire men to buy the things that industry produces."

The resolution also asked the Ontario Government to set up a standing legislative committee to maintain a study of labour problems caused by automation.

The resolution also called on the Government to: give students economic aid to continue their studies and thus delay their entry into the labour market, provide for the training of workers displaced by automation, assist in the moving costs of workers dislocated by automation, and increase social security measures that will encourage earlier retirement.

The Railway Dispute

The Federation blamed the federal Government for the current dispute between the railways and unions of non-operating workers.

The convention passed a resolution condemning compulsory arbitration, and also any legislation which would take away from workers the right to strike.

Murray Cotterill of the Toronto Labour Council said the denial of their right to strike had taken from the railwaymen a powerful weapon at the bargaining table.

Other Resolutions

Other resolutions approved by the convention called on the Ontario Government to:

Enact legislation to prevent eviction of strikers and their families during a strike. (The same resolution also asked the federal Government to instruct Central Mortgage and Housing Corporation to "relax pressure" on strikers for payment of mortgage arrears.)

Amend the Election Act to have polling between 1 p.m. and 8 p.m., polling booths located in schools, where possible, and employed persons given two hours off, with pay, to vote.

Have the Workmen's Compensation Board consider benefits for workers who contract tuberculosis in their jobs and are not allowed compensation at present.

Amend the Workmen's Compensation Act to provide payments at the rate of 100 per cent of earnings.

Resolutions aimed at the Federal Government urged:—

That a Bill of Rights be introduced at the next session of Parliament.

That the National Housing Act be amended to prohibit discrimination in the sale of NHA homes because of race, colour or creed.

Compensation Bulletin, 1955 Edition, Available

Recent amendments to Workmen's Compensation Acts in 7 provinces are included in the 1955 edition of *Workmen's Compensation in Canada*, a bulletin published annually by the Department of Labour.

The bulletin, which was prepared by the Legislation Branch of the Department, gives a concise description of the collective liability system of workmen's compensation in effect in all ten Canadian provinces. It discusses and compares the principal features of the ten provincial workmen's compensation laws and reviews briefly other compensation legislation in Canada, including the two federal laws covering government employees and merchant seamen and the compensation ordinances of the Yukon and Northwest Territories. Major amendments to the Government Employees Compensation Act are summarized in the latest bulletin.

In each annual edition, legislative changes made during the year are noted in some detail and revised tables indicate the benefits payable under the Acts as amended. The occupational diseases for which compensation is payable are also set out in tabular form.

That the Immigration Act should not prohibit immigrants from coming to Canada solely on the basis of race, colour or creed.

Objections to "monopoly control of all public information outlets" in a given area will be voiced in a submission to the Royal Commission on Radio and Television in Canada, the convention was told.

An emergency resolution charged that such a monopoly exists in Peterborough, where the National Association of Broadcast Employees and Technicians were negotiating with radio station CHEX.

The resolution also recorded convention support for the CHEX employees "in their effort to obtain from this monopoly decent living wages and working conditions".

Election of Officers

President Sam Hughes and Vice-presidents Edward Cluney and Richard Courtney were all re-elected in the balloting on the convention's final day. Secretary-Treasurer Cleve Kidd won a clear majority over Stan Thornley.

Mr. Hughes is Assistant Canadian Director of the United Packinghouse Workers. Mr. Cluney is from the Textile Workers, Mr. Courtney from the UAW, Mr. Kidd from the Steelworkers and Mr. Thornley from the Rubber Workers.

The bulletin is obtainable in both English and French from the Queen's Printer at 10 cents a copy.

New Edition Available of Labour Standards Bulletin

The 1955 edition of *Provincial Labour Standards*, prepared by the Legislation Branch of the Department of Labour, is now available.

This bulletin sets out the standards in effect in the provinces of Canada with respect to statutory school-leaving ages, minimum age for employment, annual vacations with pay, public holidays, minimum wage orders, equal pay and fair employment practices, weekly rest-day, workmen's compensation, and maximum hours of work in mines, factories, shops and offices.

The enactment of a Fair Employment Practices Act in Nova Scotia, the setting of the first minimum wage rates for women in Newfoundland, and increases for Ontario women workers were among the 1955 changes noted in the bulletin. In five provinces, benefits under Workmen's Compensation Acts were increased.

Rehabilitation of Disabled Defined

Speaker at inauguration of campaign to raise funds for new building for Rehabilitation Institute of Montreal describes the needs and aims of a program for the rehabilitation of a community's disabled citizens

"Rehabilitation has been defined as 'the restoration through personal health services of handicapped individuals to the fullest physical, mental, social and economic usefulness of which they are capable, including ordinary treatment, and treatment in special rehabilitation centres'."

This statement was made by Dr. Frank H. Krusen of the Section of Physical Medicine and Rehabilitation, Mayo Clinic and Mayo Foundation, Rochester, Minn., in an address to the Rotary Club of Montreal marking the inauguration of a building campaign to raise \$3,100,000 for new quarters for the Rehabilitation Institute of Montreal. Dr. Krusen spoke on "The Community and the Rehabilitation of its Disabled Citizens".

Proper restoration of any handicapped person, Dr. Krusen said, depends on three things: appropriate treatment in the hospital and physical rehabilitation in the institute, proper vocational rehabilitation, and a sound program for placing the handicapped in employment.

Today, he said, it is the duty of physicians not to be content merely with saving lives. They must also make sure that the lives that are saved "are not spent in seclusion and chronic invalidism, but in pleasant social contact and in productive activity".

Dr. Krusen told how the realization suddenly came to an observer of the work at a New York rehabilitation centre that "its staff was using medicine and surgery, therapy, psychology and psychiatry, patience, kindness, friendly understanding and vocational training in their efforts to help the physically handicapped re-educate themselves to live and work and love by enlisting their minds, hearts and bodies".

Before World War II, Dr. Krusen said, people who were paralyzed from the waist down owing to injury were usually considered to be hopeless invalids and, "sad to relate, most of them were allowed to lie in bed, develop bed sores and finally die". But "during and since World War II, rehabilitation units have discovered the importance of getting such people out of bed, improving their nutrition, training them how to walk on crutches and how to live with their disability. Today, the vast

majority of such persons," Dr. Krusen continued, "can be taught how to get around, how to drive a hand-operated automobile, and how to support themselves in some activity which does not require much walking."

In the United States, he said, there are already about 2,500,000 persons who require rehabilitation, and some 250,000 are being added each year. Even during the war, he went on, the number of people who were disabled by accidents in civil life far exceeded the number of war casualties, the figures for the United States during the war being about 1,250,000 and 265,000 respectively. Certain diseases also take a heavy toll, he said.

Referring to the economic loss due to disability, Dr. Krusen said that a few years ago it was reported that of 43,997 persons in the United States who received physical treatment and vocational training, 22 per cent had never been gainfully employed, and nearly 90 per cent were unemployed when they started their rehabilitation.

"The average annual wage of the entire group," he continued, "was \$148. After rehabilitation, the average annual wage of the group increased to \$1,768. The total annual earnings of the entire group rose from approximately \$6,500,000 to about \$78,000,000."

But Dr. Krusen said that he agreed with the United States Commission on the Health Needs of the Nation, which said that "the economic argument for rehabilitation work is a strong one, but the real goal is not a saving of dollars and cents. The real goal is human values. Saving life and enabling it to do the heretofore impossible requires depths of courage and brings out new wellsprings of satisfaction. In performing miracles of adjustment, they (the handicapped) help keep others from succumbing to the small and trivial things of life."

Dr. Krusen said that Montreal "has been leading the way in providing rehabilitation facilities for the disabled," and he urged the community to continue in its co-operative efforts to advance the work of enlarging the Rehabilitation Institute of Montreal.

50 Years Ago This Month

Railway construction flourishing in 1906, with more than 2,200 miles of track under construction or planned. Judicial Committee of Privy Council brings down decision in case arising from accident on railway

The great era of railway building in Canada was in its heyday in 1906. In March of that year, according to the *LABOUR GAZETTE* for that month, the Grand Trunk Pacific Railway Co. had let contracts for the construction of a total of 932 miles of track, which was expected to give employment to between 4,000 and 5,000 men. The CPR was planning to build about 900 miles of railway lines, on which more than 2,000 men were already at work in March. The Dominion Government was also constructing lines in Quebec and east of Winnipeg, amounting to nearly 400 miles in all.

The GTPR had under construction in March 1906 the section from Portage la Prairie to Touchwood Hills, and was planning to build the sections from Touchwood Hills to Saskatoon, and from Saskatoon to Edmonton, as well as a branch line in the neighbourhood of Fort William.

The CPR had under construction or in project a line between Sudbury and Toronto, the Guelph-Goderich line, double tracking between Fort William and Winnipeg, and various branch lines throughout the Prairies.

The Canadian Northern intended to push the construction of the James Bay line and a number of branch lines in Quebec, Saskatchewan and Alberta.

Preparations were already under way in March for the opening of navigation in the Great Lakes, at the earliest date known for many years.

There was a housing shortage in Ottawa in 1906. A tendency to rising prices in the real estate market was reported, and rents were also rising. Lots in the southern part of the city were selling for from \$800 to \$900 each.

An important decision affecting railway employees was rendered by the Judicial Committee of the Privy Council early in 1906. A conductor of a freight train of the GTPR had been killed in January 1900 in a rear-end collision. The widow brought an action against the company on the ground that the accident was due to defective brakes on one of the trains.

The company denied negligence, and set up the defence that the deceased had been a member of the GTPR Insurance and Provident Society, the by-laws of which contained a provision that in consideration of the subscription of the company to the Society, no member of the Society, or his representatives, should have any claim against the company for compensation in case of injury or death from accident.

At the first trial the jury found for the plaintiff and awarded \$10,000 damages. This verdict was upheld by the Court of Review; but when an appeal was carried to the Supreme Court of Canada, the court allowed the appeal and dismissed the action.

A summary of the Privy Council's judgment was published in the April 1906 issue of the *LABOUR GAZETTE*. The substance of the judgment was: first, that the plaintiff's husband could not by any action of his own release or discharge the independent right of action of his widow and children; secondly, in considering the question of whether the deceased had "obtained satisfaction" by reason of his membership in the Grand Trunk Railway Insurance and Provident Society, of which he was compelled to become a member by reason of his employment with the company, the Privy Council held that neither the deceased nor his widow or children had received any satisfaction of the kind.

The company's contribution to the Insurance and Provident Society, their Lordships pointed out, was limited to the "sick allowance"; it had made no contribution to the "insurance" provided in the Society's benefits. Neither the deceased, nor any of his representatives or survivors, had been entitled in consequence of the offence of the company to a single dollar out of the sick fund.

The insurance could not be considered to be indemnity or satisfaction, first, because the money payable in respect of it did not proceed from the offender, even in part; and secondly, because the payment had no connection with the offence, and would equally have had to be made if the deceased had died a natural death.

International Labour Organization

1955 Another Good Year for World Labour—ILO's Morse

Employment, productivity and wages reached new high levels in most countries while unemployment declined and consumer prices generally maintained stability of recent years, ILO Director-General reports

Nineteen fifty-five was another good year for world labour, David A. Morse, Director-General of the International Labour Organization, said last month in a review of the labour scene.

"Employment, productivity and wages attained new high levels in most countries, unemployment declined, and consumer prices generally maintained the stability they have shown in recent years," he declared.

Industrial disputes, though exceeding the very low level established in 1954, were well below the recent five-year average.

Although the general picture is one of labour gains in 1955, the evidence of these gains is most clear in Western Europe and North America. Statistics for Asia, the Middle East and Latin America are in most cases fragmentary or non-existent, but such information as is available points to certain gains in these regions as well, along with troublesome problems which in some cases were intensified. It is clear that in many parts of the world there are still millions of able workers who are unemployed, insecure, or receiving an insufficient wage to maintain a bare minimum of existence.

Mr. Morse based his conclusions on national statistics transmitted periodically to the ILO by its member countries, or appearing in national publications. For the most part the analysis depends on an average of the figures for the most recent three months for which data are available, compared with an average of the same period in 1954. In the majority of cases the data represent the picture as of the autumn of each year, though in a few cases midsummer figures are the most recent presently available.

Here are some of Mr. Morse's principal conclusions:—

1. Employment increased in 21 of the 22 countries reporting, showing an average

(median) gain of 3 per cent from 1954 to 1955. All regions appeared to share in this gain.

2. Unemployment dropped in all but seven of 31 reporting countries. Among the countries achieving a reduction in joblessness were several in which the unemployment figures had recently been causing some concern. These include Canada, the United States, Belgium and the Federal Republic of Germany.

3. Consumer prices were generally stable from 1954 to 1955, with half of the 72 reporting countries showing a change of less than 3 per cent. A number of countries with a record of several years of price stability, however, have experienced recent small increases which may herald another upturn in consumer prices.

4. Real wages, as reflected in reports for manufacturing in 20 countries, marked up an average gain of 3.5 per cent from 1954 to 1955. Liberalization and extension of social insurance, vacations with pay and other social programs contributed substantially to the economic betterment of the workers.

5. Industrial disputes increased moderately during the year. The 28 countries which report regularly in this field appear to have lost about 55 million man-days in 1955 compared with 49 million in 1954, appreciably less than the five-year average of 70 million for the period 1950-54.

6. Industrial injuries were at a relatively low level in 1954. Scattered preliminary data for 1955 are as yet insufficient to indicate the recent trend.

Mr. Morse said that between 12 and 15 million persons were added to the world's labour force during 1955. Such data as can be assembled indicate that in most countries employment rose more rapidly than the labour force, with the result that unemployment declined. Total employment was undoubtedly at its all-time high.

Mr. Morse went on to warn that the outlook might not necessarily remain rosy. "Despite the moderate price changes recorded by most countries," he said, "there was reason for apprehension as the year closed. In some cases it was feared that swollen purchasing power—stimulated by full employment, rising wages and liberal consumer credit—would outrun production. In some areas crop failures were responsible for higher food prices. Currency circulation in many countries has increased, and certain wholesale prices have been moving up for many months.

"There is indeed some evidence that consumer prices may already have turned upward in a number of countries which have recently enjoyed price stability. In the United Kingdom, consumer prices rose by more than 5 per cent from late 1954 to late 1955, after experiencing only a 3-per cent rise in the preceding twelve months.

"Recrudescence of inflation must thus be regarded as a danger to be guarded against in 1956."

The year 1955 was a good year for gains in social benefits, which augmented the workers' real income or increased their security. A national family allowance system went into effect in Germany and increased family benefits were paid in France. More liberal unemployment insurance benefits were approved by the Canadian Parliament.

In the United States many thousands of workers in the steel and automobile industries won increased protection against unemployment in "guaranteed annual wage" contracts.

These are only some of the more striking aspects of a trend which brought greater security, vacations with pay or other benefits to millions of workers.

Along with the moderate increase in employment in 1955, world industrial output rose rapidly to attain record levels. Output per man consequently expanded and in many countries was at an all-time high.

Figures suitable to indicate productivity trends are available from only a few countries, and even for these the margin of error is considerable.

In the United States it appears that manufacturing production in the first nine months of 1955 was about 11 per cent higher than in the comparable period of 1954. Since manufacturing employment was only about 3 per cent higher, on the average, the apparent increase in output per man was 8 per cent. In Canada increases of 7 per cent and 2 per cent respectively in production and employment indicated an increase of about 5 per cent in output per man.

U.S. Said Unwilling to Support ILO Forced Labour Convention

The United States State Department is unwilling to support a proposed ILO Convention against the use of forced labour for political or economic purposes, the *New York Times* reports.

The Department had not replied to an ILO questionnaire on the subject because it was looking for some alternative suggestion for dealing with the matter, the newspaper's report said.

The *Times* quotes sources in the Department who said that this position was in accord with Secretary of State Dulles'

assurance to the Senate in 1953 that the Government would not be a party to treaties in the field of human rights or labour, or in areas that are primarily state affairs. (The United States consider international conventions to be the same thing as treaties.)

U.S. Secretary of Labor James P. Mitchell, who is willing to support the ILO Convention, and George Meany, AFL-CIO President, have attempted to persuade Mr. Dulles to their view, the paper reported.

Dr. Francis Wolf of France Named Chief of ILO Legal Division

The appointment of Dr. Francis Wolf, of France, as Chief of the ILO's Legal Division, was announced last month. The appointment was effective February 6.

Dr. Wolf, who graduated from both Strasbourg and Geneva universities and received the degree of Doctor of Laws at

the University of Montreal, has been a member of the ILO division for the past 10 years.

He will be succeeding Harding F. Bancroft, who is leaving in May to return to the United States. On Mr. Bancroft's departure, Dr. Wolf will become the Senior Legal Officer of the ILO.



TEAMWORK in INDUSTRY

Contributing to the success of the labour-management committee at Drewrys, Manitoba Division of Western Canada Breweries, Limited, Winnipeg, is *The Standard*, the employee magazine which started publication during 1955.

The magazine publishes stories of interest to all company personnel.

A story in a recent issue told of an idea submitted by an employee. The article says, in describing the matter:—

"Members of the Labour-Management Committee arranged a presentation in the brewery lunchroom, to make an award to Ted Simchuk, in recognition of a suggestion he made for a modification to the Meyer Bottle Washer.

"Ted worked at a station on the bottle washer prior to his transfer to the brewery. While working on the former job, he came up with the idea that if the name plate on the bottle washer was raised, more trays of bottles would be visible to the attendant at the point where the washing cycle was completed.

"In making more bottles visible, at this point of transfer from the washer to the filler, the attendant would be able to see any breakages or other occurrences that cause stoppages, in time to save loss of production at the filler.

"John Herdy, bottling plant superintendent, assessed the value of the idea by referring to records of time loss before the modification was put into effect. This was compared with time loss after the suggestion, and a percentage of the value of this extra production was awarded to Mr. Simchuk."

* * *

Evidence of the friendly relationship between unions and management of the E. B. Eddy Company, Hull, Que., was seen at the fourteenth annual dinner of the plant employee-management committee, held recently.

The committee was congratulated for its excellent work in strengthening employee-management relations over the past year.

Developed along the lines of labour-management committees sponsored by the

Department of Labour, Canada, the Eddy group has always been considered a leader in the field.

Recognition has recently been given this leadership through the making of a film by the National Film Board within the plant, and previously through publication of the booklet *Joint Consultation in the E. B. Eddy Company* by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour, Canada.

The six local union presidents, representing members of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, the International Brotherhood of Paper Makers and the International Association of Machinists, expressed appreciation of the company's willingness to co-operate in maintaining good relations.

* * *

Expressing their satisfaction with the results achieved by the labour-management committee operating in their plant, management and labour at Appleford Paper Products Ltd. in Hamilton, Ont., have made statements on the benefits to be gained through joint consultation.

"We of the LMPC labour group feel that this organization has improved relations between management and labour. It is also evident that we (management and labour) have gone through one of the busiest periods of our history, therefore some projects have had to be set aside for indefinite periods.

"However, we feel that with the complete co-operation and understanding of all, both labour and management, that we can and will go on to better and greater achievements in the future," said Mel Needham, chairman of Local 540, Printing Specialists and Paper Products Union.

Manager of Manufacturing A. Hassan had the following, in part, to say about the committee:—

"Since the first organizational meeting was held in our plant, management has been keenly interested in the success of our LMPC as we fully realize that if our company and its employees are to prosper, there must be complete co-operation between management and labour..."

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board held its January meetings on January 31 and February 1. The Board issued six certificates designating bargaining agents, rejected one application for certification, and issued an order clarifying the scope of a certificate previously granted. During the month, the Board received five applications for certification.

Applications for Certification Granted

1. General Drivers, Warehousemen and Helpers, Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Security Storage Company, Limited, Winnipeg, employed in the Company's highway freight department at Winnipeg and Regina (L.G., Jan., p. 76).

2. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, on behalf of a unit of employees of Cape Breton Broadcasters Limited engaged in the operation of Radio Stations CJCB and CJCX at Sydney, N.S. (L.G., Jan., p. 76).

3. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Railway Express Agency, Inc., New York, N.Y., employed at various locations in Canada (L.G., Feb., p. 179).

4. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 880, on behalf of a unit of employees of the Canadian Transit Company, Windsor, Ont., employed in the operation and maintenance of the Ambassador Bridge, between Windsor, Ont., and Detroit, Mich. (L.G., Feb., p. 179).

5. Sheet Metal Workers' International Association, Local Union 271, on behalf of a unit of sheet metal workers employed by Northern Construction Company and J. W. Stewart Limited on Project No. 572 in the Yukon Territory and Northwest Territories (L.G., Feb., p. 179).

6. Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of engine watchmen employed at Whitehorse, Y.T., by The British Yukon Railway Company (see below).

Application for Certification Rejected

National Association of Broadcast Employees and Technicians, applicant, and Radio Saint Boniface Limitée (CKSB), St. Boniface, Man., respondent. The application was rejected because it was not supported by a majority of the employees affected in the representation vote ordered by the Board (L.G., Feb., p. 179).

Decision Reviewed

At the request of the respondent company, the Board clarified the scope of the certificate issued in 1951 to the Canadian Air Line Flight Attendants' Association covering a unit of stewardesses and similar personnel employed by the Canadian Pacific Air Lines Limited (L.G., Jan., p. 76).

The Board issued an order amending the certificate granted in 1951, clarifying the scope of the unit by certifying the trade union as the bargaining agent for stewardesses and other classifications who may perform similar functions, including both Canadian and foreign nationals, employed by the company on flights extending from Canada to foreign points and on flights extending to Canada from foreign points, excluding stewardess personnel employed wholly outside Canada.

Applications for Certification Received

1. Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of engine watchmen employed at Whitehorse, Y.T., by The British Yukon Railway Company (Investigating Officer: D. S. Tysoe) (see above).

2. United Steelworkers of America, on behalf of a unit of employees of Algoma Uranium Mines Limited, Algoma Mills, Ont. (Investigating Officer: F. J. Ainsborough).

3. Canadian National Railway Hotel Employees, Local Division No. 93 of the Hotel and Restaurant Employees' and Bartenders' International Union, on behalf

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

of employees of the Macdonald Hotel, Edmonton, Alta. (Investigating Officer: D. S. Tysoe).

4. International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of Algoma Uranium Mines Limited, Algoma Mills, Ont. (Investigating Officer: F. J. Ainsborough).

5. International Hod Carriers' Building and Common Labourers' Union of America, Local 92, on behalf of a unit of labourers employed by Northern Construction Company and J. W. Stewart Limited on Project No. 572 in the Yukon Territory and Northwest Territories (Investigating Officer: D. S. Tysoe).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During January, the Minister appointed conciliation officers to deal with the following disputes:—

1. Association of Lake Carriers (Canada Steamship Lines Limited, Colonial Steamships Limited, N. M. Paterson & Sons Limited, Upper Lakes and St. Lawrence

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Transportation Company Limited, Hall Corporation of Canada, Mohawk Navigation Company Limited, and Beaconsfield Steamships Limited) and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough).

2. Holden Sand and Gravel, Limited, Toronto, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough).

3. Guy Tombs Marine Services Limited and Davie Transportation Limited, Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier).

Settlements Reported by Conciliation Officers

1. Ottawa Transportation Commission and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division No. 279 (Conciliation Officer: Bernard Wilson) (L.G., Jan., p. 77).

2. Shipping Federation of Canada, Inc., Saint John, N.B., and International Longshoremen's Association, Local 273 (Conciliation Officer: H. R. Pettigrove) (L.G., Jan., p. 77).

3. Atlantic Broadcasters Limited (Radio Station CJFX), Antigonish, N.S., and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada

(Conciliation Officer: D. T. Cochrane) (L.G., Feb., p. 180).

4. Dominion Coal Co. Ltd., A. T. O'Leary & Co., S. Cunard & Co. Ltd., and R. E. Archibald Co. Ltd., Halifax, N.S., and International Longshoremen's Association, Local No. 1546 (Conciliation Officer: D. T. Cochrane) (L.G., Feb., p. 180).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in December to deal with matters in dispute between the Nova Scotian Hotel, Halifax, N.S. (Canadian National Hotels Limited) and the Hotel and Restaurant Employees' and Bartenders' International Union, Local 662 (L.G., Feb., p. 180), was fully constituted in January with the appointment of A. M. MacIntosh of New Glasgow, N.S., as Chairman. Mr. MacIntosh was appointed by the Minister in the absence of a joint recommendation from the other two members, F. D. Smith, QC, and Harold A. Shea, both of Halifax, N.S., who were previously appointed on the nomination of the company and of the union, respectively.

Settlement Following Board Procedure

Eastern Canada Stevedoring Company Limited, Halifax, N.S., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Aug. 1955, p. 948).

Same Union May Bargain for Office, Plant Employees—OLRB

Except in special circumstances, the same trade union, "whether it be an international or a local of an international, may be certified as bargaining agent for an appropriate bargaining unit of office employees as well as for a bargaining unit consisting of other employees of the same employer," according to a recent decision of the Ontario Labour Relations Board.

The decision was given in connection with an application of the United Steelworkers of America for certification as bargaining agent for certain employees of Canada Iron Foundries, Ltd., St. Thomas, Ont. One member of the board dissented from the majority decision.

Collective Agreements

(Continued from page 295)

Industrial Standards Acts, New Brunswick, Saskatchewan

During December and January two new schedules were made obligatory under Industrial Standards Acts.

In New Brunswick, a new schedule for electrical workers in the Saint John-Lancaster Zone increased the minimum wage rate by 6 cents per hour for work performed during the regular working hours and by 7 cents per hour for work performed outside regular hours. The new rates are now \$1.63 and \$1.74 per hour respectively. All other provisions remain unchanged.

In Saskatchewan, a new schedule for painters in the Moose Jaw Zone provides for overtime pay at time and one-half for all work outside of normal working hours. Wages are increased by 5 cents per hour for painters, decorators and paperhangers, making the new rate \$1.65 per hour (\$1.75 for spray painters). The 5-cent differential for shift work and the 15 cents for hazardous work formerly provided for are no longer included in the schedule.

Collective Agreements

Number of Workers Affected by Collective Agreements, Canada, 1954-II

More than 40% of workers covered by collective agreements in 1955 (those covered only by decrees under Quebec Collective Agreement Act and by interprovincial agreements excluded) were found in Ontario

Collective agreements affected 1,515,010 workers in Canada in 1954 (L.G., Jan., p. 78). Included in this number were 166,296 workers covered only by decrees under the Collective Agreement Act of the province of Quebec; this article deals with the 1,348,714 that remain when those workers are deducted from the total.

Disregarding 237,209 workers covered by collective agreements interprovincial in scope, more than 40 per cent of the workers were located in the most heavily populated and highly industrialized province of Ontario (Table 1). A further 26 per cent were in industries located in the province of Quebec. As previously noted, this percentage does not include persons affected only by decrees issued under the Collective Agreement Act, many of whom are employed in construction. This accounts for the comparatively small number of workers shown to be covered in that industry in Quebec province. Approximately 15 per cent of the workers were in British Columbia and lesser proportions were located in industries of the prairie and the maritime regions.

Of the 237,000 workers covered by agreements of interprovincial scope, in which the number of employees in each region cannot be determined, most are railway workers or employees in other forms of interprovincial transportation and communication. In manufacturing, agreements in the meat packing industry commonly apply to plants in more than one province. Other industries in which some agreements are interprovincial in scope include coal mining in the western provinces, chain food stores in retail trade, and construction.

The concentration of workers covered by collective agreements in the manufacturing industries in Ontario and Quebec is considerably greater than for industry as a whole (Table 2). Ontario accounted for more than 45 per cent of the workers covered; Quebec, for more than 30 per cent; British Columbia, for 10 per cent; and the other two regions for lesser proportions.

Among the manufacturing industries, Ontario accounted for the largest number

The first article on the number of workers affected by collective agreements in Canada in 1954 (L.G., Jan., p. 78) dealt with the industrial distribution of the workers covered. The article on these pages deals with additional aspects: regional distribution, union affiliation, duration of agreements, and size of bargaining units.

of workers under agreement in such industries as iron and steel products, rubber products, transportation equipment, non-ferrous metal products, and electrical apparatus and supplies. In the tobacco and tobacco products, textile, and clothing industries, the largest number of workers were in Quebec province. Most of the workers covered in the wood products industry were in British Columbia.

The numbers of workers included in collective bargaining units in the various provinces were little changed between 1953 and 1954. As the following tabulation shows, the figures were slightly higher in 1954 for Quebec, the three Prairie Provinces, and New Brunswick, slightly lower in the other provinces:

Province	Number of Workers Under Collective Agreements	
	1953	1954
Newfoundland.....	32,619	31,802
Nova Scotia.....	39,125	36,822
Prince Edward Island.....	749	496
New Brunswick.....	17,587	19,132
Quebec.....	286,495*	290,377*
Ontario.....	483,273	456,045
Manitoba.....	38,422	42,467
Saskatchewan.....	22,982	24,611
Alberta.....	38,017	39,609
British Columbia.....	170,951	168,444
Yukon and Northwest Territories.....	1,009	1,700
More than one province.....	244,207	237,209
Total.....	1,375,436*	1,348,714*

*An additional 162,887 in 1953 and 166,296 in 1954 were covered only by agreements extended under the Collective Agreement Act in Quebec.

Union Affiliation

Most of the collective agreements were negotiated on behalf of workers by international and national unions affiliated with a central labour congress. Unions affiliated with the TLC or the CCL represented 43 per cent and 27 per cent respectively of the workers. In Quebec, a substantial proportion of the workers subject to collective agreements were represented by affiliates of the Canadian and Catholic Confederation of Labour.

Affiliation of Union	Number of Workers Under Agreement
Trades and Labour Congress of Canada.....	581,202
AFL and TLC.....	520,819
TLC only.....	60,383
Canadian Congress of Labour.....	370,109
CIO and CCL.....	271,856
CCL.....	98,253
Canadian and Catholic Confederation of Labour.....	91,571
American Federation of Labor only.....	14,910
Congress of Industrial Organizations only.....	2,712
International railway brotherhoods.....	33,247
Other unaffiliated international, national or regional unions.....	160,300
Unaffiliated local unions.....	94,663
Total.....	1,348,714

Term of Agreements

Agreements covering approximately two-thirds of the 1,348,714 workers were to be in effect for a period of less than two years—as a rule, one year. Two-year agreements had been bargained for slightly more than one-quarter of the total. The remainder were to be in effect for a period exceeding two years.

Size of Bargaining Units

The collective agreements cover from as few as six to as many as 15,000 employees. Although most of the bargaining units have fewer than 500 workers, almost one-half of the workers covered are in bargaining units of 1,000 or more employees, as the following tabulation shows:

Size of Bargaining Units	Number of Workers Covered
Fewer than 100 employees.....	162,105
100 and under 300 employees.....	234,582
300 and under 500 employees.....	134,833
500 and under 1,000 employees.....	174,516
1,000 and more employees.....	642,215
Not known.....	463
Total.....	1,348,714

TABLE 1.—NUMBER OF WORKERS UNDER COLLECTIVE AGREEMENTS, BY INDUSTRY AND BY REGION, 1954

Industry	Canada	Maritimes	*Quebec	Ontario	Prairies	British Columbia, Yukon and N.W.T.	Inter-provincial **
Agriculture.....	65				65		
Forestry.....	60,431	13,878	10,092	20,226	23	16,212	
Fishing.....	7,900					7,900	
Mining, Quarrying and Oil Wells.....	64,904	16,038	11,254	20,626	4,200	6,436	6,350
Manufacturing.....	628,578	30,084	200,141	292,316	30,713	62,765	12,559
Construction.....	99,768	6,288	4,192	43,328	19,142	23,347	3,471
Transportation, Storage and Communication.....	296,541	14,684	18,427	20,595	14,775	20,760	207,300
Public Utility Operation.....	29,473	1,864	5,697	16,202	3,732	1,978	
Trade.....	53,966	2,204	12,959	12,904	7,254	11,116	7,529
Finance, Insurance and Real Estate.....	1,566		742	255	341	228	
Service.....	105,522	3,212	26,873	29,593	26,442	19,402	
Total—All Industries.....	1,348,714	88,252	290,377	456,045	106,687	170,144	237,209

* Excludes 166,296 workers covered only by Quebec's Collective Agreement Act.
**Agreements covering more than one province and where the number of employees in each province is not ascertainable.

TABLE 2.—NUMBER OF WORKERS UNDER COLLECTIVE AGREEMENTS IN THE MANUFACTURING INDUSTRY, BY REGION, 1954

Industry	Canada	Maritimes	*Quebec	Ontario	Prairies	British Columbia, Yukon and N.W.T.	Inter-provincial**
Food and Beverages.....	66,643	4,863	12,742	19,561	8,004	10,064	11,409
Tobacco and Tobacco Products.....	5,886		5,558	328			
Rubber Products.....	13,796		4,321	9,475			
Leather Products.....	12,028	60	6,239	5,374	152	203	
Textiles (except clothing).....	35,297	761	21,447	12,703	18	368	
Clothing (Textile and Fur).....	51,701	303	29,763	15,489	5,200	946	
Wood Products.....	47,640	1,351	6,759	10,520	2,052	26,958	
Paper Products.....	63,568	8,216	26,247	22,039	1,000	6,066	
Printing, Publishing and Allied Industries.....	21,596	478	6,358	8,958	1,891	2,761	1,150
Iron and Steel Products.....	97,945	6,126	20,509	63,694	3,922	3,694	
Transportation Equipment.....	83,577	6,099	16,836	53,672	1,775	5,195	
Non-ferrous Metal Products.....	34,219	419	11,953	17,584	1,098	3,165	
Electrical Apparatus and Supplies.....	43,750	46	15,155	27,775	447	3,127	
Non-Metallic Mineral Products.....	16,718	715	5,242	8,252	1,841	668	
Products of Petroleum and Coal.....	8,887	435	2,353	3,365	1,980	754	
Chemical Products.....	19,340	201	6,605	9,799	1,323	1,412	
Miscellaneous Manufacturing Industries.....	5,987	11	2,054	3,728	10	184	
Total—All Manufacturing...	628,578	30,084	200,141	292,316	30,713	62,765	12,559

*Excludes 50,346 workers covered only by Quebec's Collective Agreement Act.

**Agreements covering more than one province and where the number of workers in each province is not ascertainable.

Collective Agreement Act, Quebec

Under the Collective Agreement Act, Quebec, Orders in Council during December 1955 and January 1956 made binding a number of changes in wage rates, hours, overtime, vacations with pay and paid holidays.

In the construction industry in the Quebec region, references to the ornamental iron and bronze workers are deleted and a new section deals with ornamental and utility metal workers in the construction industry, in which rates in Zone 1 for mechanics and blacksmiths are \$1.50 per hour, junior journeymen \$1.40 and labourers \$1.20, with lower rates in the other zones.

In the construction industry in the Sorel region, most minimum rates have been increased by 10 cents per hour in both zones. New rates in Zone 1 include \$1.70 for bricklayers and plasterers, \$1.50 for plumbers and carpenters. Employees doing night work are now paid a differential of 5 cents per hour. Formerly, employees engaged in construction projects carried out in Zone 2 and amounting to \$50,000 or more, including wages and material, were paid the rates established for Zone 1. This minimum amount has now been amended to \$25,000.

In the trucking industry on the Island of Montreal, a new wage schedule provides for service increases, one increase after three months' employment instead of two increases after two and six months as was the case previously. For each class of work the starting rate was increased by 5 cents an hour and the job rate (now after three months' employment) by 11 cents. The latter rates include \$1.24 for chauffeur semi-trailer, \$1.19 for chauffeur, 99 cents for general helpers. Provisions are made for an additional increase of 6 cents per hour on October 1, 1956, and a further increase of 6 cents on October 1, 1957; these increases do not apply to junior helpers.

In the metal trades industry in the Quebec region, wage rates were increased by 2 cents an hour, and a new zone formed comprising territory outside Zone 1 but within 15 miles of the city of Quebec, in which hours are the same but wage rates are 2 to 3 cents per hour higher than in the outer zone. The number of paid statutory holidays is increased from two to three per year. A second week of vacation with pay is now provided for employees with ten years' service.

(Continued on page 292)

Legal Decision Affecting Labour

Supreme Court of Prince Edward Island finds that town of Summerside and its employees not subject to Trade Union Act; but does not accept as valid a contention that trade unions are illegal in the province

Mr. Justice Tweedy of the Supreme Court of Prince Edward Island, dealing with two questions of law which were referred to him for determination in the course of *mandamus* proceedings, held in an opinion given on November 25, 1955, that because of its special Act of incorporation the town of Summerside and its employees are not subject to the Trade Union Act of the Province, which requires an employer to recognize and bargain with a trade union representing his employees. He did not accept as valid a contention that trade unions are illegal in Prince Edward Island.

Mr. Justice Tweedy reviewed the events that preceded the referral to him of these two points of law. On January 31, 1955, the International Brotherhood of Electrical Workers, Local 1432, applied to the Supreme Court of Prince Edward Island for an order compelling the town of Summerside to comply with the provisions of Section 3 of the Trade Union Act and to recognize and bargain collectively with the members of the union representing the majority choice of the employees in the town's electric light and power department who were eligible for membership in the union. The Provincial Secretary, under the provision of the Act, had certified the union as the bargaining agent for such employees; when the defendant was notified to this effect by the duly chosen officers of the union and requested to bargain it had neglected and refused to do so. The relevant sections of the Trade Union Act read as follows:

3. (1) Employees may bargain collectively with their employer or employers and members of a trade union may conduct such bargaining through the trade union and through the duly chosen officers of such trade union. Every employer shall recognize and bargain collectively with the members of a trade union representing the majority choice of the employees eligible for membership in said trade union, when requested so to bargain by the duly chosen officers of said trade union, and any employer refusing so to bargain shall be liable to a fine upon summary conviction of One

Hundred Dollars for each such offence, and in default of payment to thirty days' imprisonment.

16. When, pursuant to Section 15, the Provincial Secretary has determined that a unit of employees is appropriate for collective bargaining, if the Provincial Secretary is satisfied,—

(a) that the majority of the employees in the unit are members in good standing of the trade union, and

(b) that a majority of them have selected the trade union to be a bargaining agent on their behalf:

he may certify the trade union as such bargaining agent.

On February 22, 1955, the union filed a statement of claim giving extensive reasons for its request for the order. The town of Summerside, in its defence filed on March 11, raised certain objections in point of law and, after further pleadings, it was agreed by the plaintiff and the defendant on July 7 that these questions of law should be determined before the main issues of fact were tried.

At the hearing of these various questions of law, Mr. Justice Tweedy stated, two main objections in point of law were stressed: (1) That trade unions are illegal in Prince Edward Island; and (2) Even if the Trade Union Act (*R.S.P.E.I.* 1955, c. 164) should have any force in Prince Edward Island, it cannot apply to the defendant in this case because of its special Act of incorporation.

Dealing first with the claim that the Trade Union Act cannot apply to the town of Summerside because of the Act of the Legislature incorporating it (Town of Summerside Act, 1903 (*P.E.I.*) c. 18 and amendments), Mr. Justice Tweedy quoted the sections of that Act relating to the powers of the Town Council to appoint its officers, define their duties and respective

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

terms of office, determine their salary, allowance, or other compensation, and to pass and enforce by-laws for the purpose of regulating specified town services and also "to pass a by-law relating to the hiring of servants". By-law 325 provides for the appointment of municipal officers and employees, and By-law 326 deals with the determination of salaries and tenure of employment. It reads as follows:

326. The salaries of the Town Officials, Firemen and all other Employees of the Town shall be such as the Town Council may from time to time determine and fix by resolution and they shall remain in office, during the pleasure of the Council and should any vacancies occur, the Council may appoint others to take their place at any meeting of the Council.

The question to decide, his Lordship said, was whether or not the Trade Union Act, which is a general Act, repeals the Town of Summerside Act, which is a special Act. He then cited two authorities, Craies on Statute Law and Maxwell on Interpretation of Statutes, which state in effect the same principle, that a general later law does not abrogate an earlier special one by mere implication. Both authorities quote Lord Selborne's ruling in *Seward v. Vera Cruz*:

Where there are general words in a later Act capable of reasonable and sensible application without extending them to subjects specially dealt with by earlier legislation, you are not to hold that earlier and special legislation indirectly repealed, altered, or derogated from merely by force of such general words, without any indication of a particular intention to do so.

Maxwell states further that:

In such cases it is presumed to have only general cases in view, and not particular cases which have been already otherwise provided for by the special Act, or, what is the same thing, by a local custom. Having already given its attention to the particular subject and provided for it, the Legislature is reasonably presumed not to intend to alter that special provision by a subsequent general enactment unless that intention be manifested in explicit language, or there be something which shows that the attention of the Legislature had been turned to the special Act, and that the general one was intended to embrace the special cases provided for by the previous one, or there be something in the nature of the general one making it unlikely that an exception was intended as regards the special Act. In the absence of these conditions, the general statute is read as silently excluding from its operation the cases which have been provided for by the special one.

Furthermore, the question of the relationship of employer and employee in the town of Summerside was before the Appeal Court of the Province in the case of

Larkins v. Town of Summerside (1928) 4 DLR 841. His Lordship quoted from the reasons for judgment given by Mr. Justice Haszard:

The provision in the Act authorizing the Council to dismiss an officer or servant is the usual one and most necessary one under any circumstances for corporations to have. . . . Upon the right of the town council to dismiss at pleasure under the provisions of the Act of Incorporation, I have no doubt. . . . An appointment is not a contract. The defendants had an absolute power of dismissal under the statute, which they might exercise without assigning cause and without previous notice. There is no hardship under such a provision, for every officer of such a corporation on accepting office is properly assumed to know the conditions attached to the appointment. It is a necessary provision in the case of municipal corporations to enable them to perform their duties to the public satisfaction. If they were bound to assign cause and give a period of notice of dismissal it might lead to the breaking down of a service of which the continuance is essential to the public.

Mr. Justice Tweedy held, therefore, that the Trade Union Act does not and cannot apply to the employees of the town of Summerside in the electric light and power department.

His Lordship then considered the plaintiff's objection in point of law "that trade Unions are illegal in Prince Edward Island". Although considerable labour legislation had been enacted in England since 1855 when the statement of law against combinations of workmen was set forth in *Hilton v. Eckersley*, he pointed out in effect that there was no statute covering trade unions in Prince Edward Island when the Trade Union Act was passed in 1945 and therefore it is generally accepted that at that time "trade unions as they are known today were illegal at common or statute law in Prince Edward Island". In the light of this state of the law, he said, it was necessary to examine the Trade Union Act and seek an explanation of the word "lawful" where it appears in Section 1(c) of the Act, which reads as follows:

1. (c) "Trade Union" means any lawful association, union or organization of employees, whether employed by one employer or by more than one employer, which is formed for the purpose of advancing in a lawful manner the interest of such employees in respect of their employment.

His Lordship then cited various rules relating to the interpretation of the words in a statute. According to Craies on Statute Law,

It is a rule as to the limitation of the meaning of general words used in a statute, that they are to be, if possible, construed so as not to alter the common law. "It

must be remembered that it is a sound rule to construe a statute in conformity with the common law rather than against it, except where or in so far as the statute is plainly intended to alter the course of the common law."

It could then be presumed, His Lordship stated, that the members of the Legislature of Prince Edward Island knew the law at the time they were considering the Trade Union Act. No one would suggest, he said, that the Court could assume a mistake in an Act of Parliament. On the same principle, according to Maxwell, "the Court could not assume that there has been a dereliction of duty on the part of an official of Parliament". The literal construction of the statute, he continued, has, in general, but *prima facie* preference and again cited Maxwell in support of his opinion:

To arrive at the real meaning, it is always necessary to get an exact conception of the aim, scope, and object of the whole Act; to consider, according to Lord Coke: 1. What was the law before the Act was passed; 2. What was the mischief or defect for which the law had not provided; 3. What remedy Parliament has appointed; and 4. The reason of the remedy...

The true meaning of any passage, it is said, is to be found not merely in the words of that passage, but in comparing it with other parts of the law, ascertaining also what were the circumstances with reference

to which the words were used, and what was the object appearing from those circumstances which the Legislature had in view....

The words of a statute, when there is a doubt about their meaning, are to be understood in the sense in which they best harmonize with the subject of the enactment and the object which the Legislature has in view. Their meaning is found not so much in a strictly grammatical or etymological propriety of language, nor even in its popular use, as in the subject or in the occasion on which they are used, and the object to be obtained.

After applying these rules and considering the cases on them, His Lordship said that he was not convinced that the word "lawful" used in Section 1(c) of the Trade Union Act does not mean "lawful" *within the meaning of the Act or by reason of the passing of the Act*, or that the Act was not as valid as if the Legislature had used the words employed by the Federal Trade Unions Act, Section 2:

In this Act, "trade union" means such combination, whether temporary or permanent, for regulating the relations between workmen and masters, or for imposing restrictive conditions on the conduct of any trade or business, as would, but for this Act, have been deemed to be an unlawful combination by reason of some one or more of its purposes being in restraint of trade.

International Brotherhood of Electrical Workers, Local 1432, v. Summerside (1956) 1 DLR 83.

Recent Regulations under Provincial Legislation

New Brunswick issues first regulations for metalliferous mines, and British Columbia, first regulations for vehicles on industrial roads

Comprehensive regulations in New Brunswick for the protection of workmen in metal mines and quarries include provision for annual medical examinations for workmen in dust exposure occupations as well as a large body of rules for the prevention of accidents. A minimum age of 18 years was set for employment underground, and of 16 years for any employment in or about a mine or quarry.

Vehicles operated on industrial roads in British Columbia are subject to new regulations under the Industrial Transportation Act, and drivers of vehicles using such roads will require licences.

Other new safety measures are rules added to the General Accident Prevention

Regulations of the British Columbia Workmen's Compensation Board governing temporary passenger hoists on construction projects and new requirements regarding the installation of L.P. gas equipment applicable to distributors in Saskatchewan.

Regulations under the Ontario Apprenticeship Act set out a course of study for apprentice masons and bricklayers to be followed both during the period of instruction at the Provincial Institute of Trades and on the job with the employer.

Other regulations deal with licensing of welders in British Columbia and Alberta, and an amendment to the schedule of industrial diseases for which compensation is paid in British Columbia.

Alberta Welding Act

Recent regulations under the Welding Act (L.G., Jan., p. 92) dealing with certificates of proficiency for welders have been amended by O.C. 1663-55, gazetted January 14.

The welding regulations issued last November recognized certificates of proficiency under the Tradesmen's Qualification Act in a trade where welding constitutes a skill required in the performance of that trade but the regulations also stipulated that these certificates authorized the tradesmen to do welding in that trade only. Under the amendment, the only certificate of proficiency for a particular trade issued under the Tradesmen's Qualification Act that will be recognized as a certificate of proficiency under the Welding Act is a certificate of proficiency in the trade of auto body mechanic. It provides, further, that this certificate authorizes the holder to do welding in the trade of auto body mechanic only.

British Columbia Boiler and Pressure-Vessel Act

Regulations under the Boiler and Pressure-Vessel Act were amended by the addition of a new section on the certification of welders on gas pipelines which was approved by O.C. 67, gazetted January 19. Regulations issued in February 1954 (L.G., 1954, p. 564) provided that no person may do any welding on any steam boiler, hot-water or pressure vessel or weld any steam, gas, or refrigeration piping unless he is the holder of a valid welder's certificate of the appropriate class. No certification procedure had been set out, however, until this amendment was issued.

The regulations now provide that no person is to do welding on piping which is used or intended for use in the transmission of gas at a pressure exceeding 15 p.s.i. unless he is the holder of a valid "A" certificate of qualification for pipe welding. This certificate will be issued to experienced welders who have passed a trade test.

To qualify for a certificate, an applicant must first submit an application on the official form to the Chief Inspector of Boilers in the Department of Public Works and pay the prescribed fee. If the Chief Inspector thinks that he has had sufficient training and experience he will be allowed to try a qualification test.

Welder's qualification tests will be held at the Dominion-Provincial Vocational School at Nanaimo, B.C., at a time set by the Chief Inspector and will be

witnessed by an authorized inspector. The tests will conform to the welding procedure used in the fabrication of the gas pipeline by the manufacturers who will have previously registered this procedure with the Department. The welding codes used will be those set out in Section 8 of the American Standard Code for Pressure Piping (A.S.A. B31 1-1955), and Section IX of the Boiler and Pressure Vessel Code (1953 edition) of the American Society of Mechanical Engineers.

A candidate who passes the tests will be given a certificate valid for the period stated in the certificate, or until suspended, cancelled or revoked for cause. In either case, the Chief Inspector may request the welder to take a test before a new certificate is issued. A welder who fails the initial tests may take an immediate retest by making two test welds of each type for each position on which he has failed. If he passes, he will be given a certificate; if he fails the retest, he must wait until he has had additional training or experience satisfactory to the Chief Inspector before he may undergo further retests.

British Columbia Industrial Transportation Act

Regulations under the Industrial Transportation Act respecting drivers and motor-vehicles on industrial roads have been issued by the Minister of Railways. Industrial roads are not covered by legislation dealing with safety on public highways.

As transportation by truck of natural resources material, machinery and personnel is increasing, particularly in the logging industry, the Industrial Transportation Act was passed last year to ensure greater control of industrial roads and promote the safety of drivers and workmen. The Minister of Railways was authorized to make rules to supplement the provisions of the Act, which was proclaimed in force November 10, 1955. These regulations, dealing with responsibilities of owners and drivers, inspections, licensing of drivers, and safety requirements, which were approved by Order in Council Certificate No. 1, became effective January 1, 1956. The Order in Council approving the regulations, which are the first to be issued for industrial roads, was gazetted January 5.

For the purpose of these regulations, an industrial road means a road for the transportation of natural resources, raw or manufactured, or the transportation of machinery, materials or personnel by means of motor vehicles, and includes all bridges, wharves, log-dumps and works forming a

part of the road. The regulations do not apply to: a public road; a privately owned road used by a farmer or resident for his own purposes; roads used exclusively for the construction and maintenance of electric power lines, telephone lines or pipelines; roads within manufacturing plants, underground or open-pit mines, industrial sites, storage yards, airports and construction sites; unsurfaced roads of a temporary nature over which construction materials and supplies are moved, or logs are dragged; a temporary road used to reach sources of material or parts of a construction project, or for fire protection in timbered areas, or access to mining claims.

Inspection of Vehicles

Every company owning or operating any industrial road, as well as the owners of all vehicles used on the road, will be held responsible for the equipment under its control. Every truck, truck and trailer, and crew car must be inspected by competent company personnel before being put into service. The company official in charge at each point where repairs are done will be held responsible for the inspection and repair of all equipment under his jurisdiction. He must see that all defects disclosed on inspection are properly repaired before the equipment is put back into service.

The company must maintain a common log book in which details of inspections and repairs are to be recorded. Inspectors of the Department will examine the log books from time to time, and records for the previous 12 months must be produced on request. The Minister may also order a log book produced at an inquiry or Court of Law if he considers it necessary.

The inspectors may also examine vehicles and equipment, and may order a defective vehicle out of service. The person owning or operating such a vehicle must not use it until the repairs recommended by the inspector have been made.

Duties of Drivers

Drivers also have certain specific responsibilities. A driver must examine his equipment before starting work each day, and must report any defect to his immediate supervisor or other authorized person. If no action is received from the company he must notify the inspector. Among the driving rules are the requirements that signals must be given and returned before backing into a loading works, and care must be taken when crossing public highways. Unless a regular watchman is on duty, the driver of a crew car must stop

before a railway crossing and must not proceed until the crossing is clear of trains in both directions.

Licensing of Drivers

All drivers must have either a certificate or a permit to drive on industrial roads. The driver of a motor vehicle equipped with air brakes must be the holder of a certificate of competency as an "air-equipped truck operator," signed by the Minister, or the holder of a temporary permit to drive an air-equipped truck. If the certified driver is absent due to illness or other cause and a qualified replacement is not available, then a substitute may be hired for 30 days. After that a temporary permit must be obtained from the Chief Inspector.

The driver of a motor vehicle or crew car that is not air-equipped must be the holder of a certificate of competency as an "air-equipped truck operator," or the holder of a temporary permit to drive an air-equipped truck, or the holder of a valid driver's or chauffeur's licence of the class required to drive a similar vehicle on a public highway.

An applicant for an air-equipped truck operator's certificate must apply to the Chief Inspector enclosing a letter from the management of a company operating equipment of the kind for which certification is desired. He must also submit either a valid class "A" British Columbia chauffeur's licence or a doctor's certificate or other medical proof that his vision, hearing, physical condition and reactions are such that he would be eligible for a class "A" chauffeur's licence under the Motor Vehicle Act. Any restriction on a driver's licence issued under the Motor Vehicle Act will also apply. If the application is accepted he must pass an examination set by the Chief Inspector which will include both oral and written questions. He may also have to take a road test. The Chief Inspector may then issue a certificate signed by the Minister. The certificate is valid during good conduct or fitness to drive but may be suspended, marked or revoked by the Minister for negligence or for refusal to comply with the regulations.

A certified driver will also be given an identification card signed by the Chief Inspector stating that he has qualified by examination and is physically fit to drive. This identification card is valid for five years from date of issue but may be renewed. When applying for an extension, the driver must submit up-to-date medical evidence of his physical fitness to drive. If satisfied, the Chief Inspector will issue a new card valid for another five years.

A company may engage any suitable employee as a student driver on any of its own vehicles on its own roads for a period of 30 days. The employee must have a valid driver's licence under the Motor Vehicle Act and must also have medical proof that he is physically fit to drive the vehicle upon which he is being trained. He must also be accompanied by a certified driver until he is sufficiently trained. Upon application in writing by the company, the Chief Inspector may also issue a temporary permit to a sufficiently qualified employee to act as driver for a period of 60 days.

Under certain conditions, a company operating in remote parts of the province where inspectors do not call regularly may conduct examinations for qualifying its own employees to drive on its own roads. The company examiner must be familiar with safe driving practices with respect to air brakes and truck operations, and the Chief Inspector must approve the examination and also see the papers after they have been marked. The Chief Inspector may issue a special temporary permit to an employee who has passed the company test. The permit will be good for 12 months from date of issue, and may be renewed for another 12-month period if the holder is still physically fit.

Safety Requirements

Vehicles used on industrial roads have to meet certain standards. The air or power brake system on all vehicles has to be approved by the Department. Unless the Chief Inspector has ruled otherwise, every rubber-tired tractor-trailer unit with a load capacity exceeding 15 tons and every logging tractor-trailer unit with bunks eight feet and over ordered after December 31, 1955, and every such unit in service after December 31, 1956, must be equipped and maintained with air brakes in accordance with the regulations. All new air-equipped trailers ordered after December 31, 1955, and all air-equipped trailers in operation after December 31, 1956, must also have an approved means to protect at least 50 per cent of the total braking power in case any booster-hose or brake-chamber appurtenance ruptures or develops a leak.

Vehicles purchased after December 31, 1955, and used on industrial roads must have "safety glass" in the windshields, doors and windows. When glass is replaced in any vehicle it must be with "safety glass". However, safety glass of the heat-treated or case-hardened type is not to be used on windshields.

For vehicles used in logging operations, some safety provisions are set out in these

regulations and the motor-truck logging provisions of the General Accident Prevention Regulations of the Workmen's Compensation Board also apply. Every tractor vehicle equipped to haul logs on a trailer or semi-trailer must be fitted with a substantial bulkhead at least six inches wider and higher than the cab unless water tanks of sufficient size and strength are used instead. Bunks are to be of a suitable type and a non-slip material must be put on the steps of trucks, buses and crew cars.

A number of safety practices are to be observed with respect to crew cars. Every day a crew car is used for carrying passengers or men, the steering gear, brake system and tires must be checked by a competent person. Crew cars are to be kept in a clean and sanitary condition and a first aid kit is to be carried at all times. Explosives, gasoline, saws, power-saws, axes or other dangerous goods must not be placed in crew cars carrying passengers or workmen; other materials may be carried only when placed in latched containers securely fastened to the floor.

The regulations also contain provisions regarding bridges on industrial roads. All bridges and structures are to be constructed to accommodate safely all loadings encountered. Bridges are to be inspected regularly and when there is flood danger all footings and spans likely to be affected are to be examined every day before traffic is allowed to pass. An abandoned bridge is to be blocked.

The Minister may make other rules to ensure safety on industrial roads. He may order caution signs or additional turnouts or passing sidings if he considers them necessary. He may also order that a dispatch system be installed.

If an accident resulting in serious injury or death occurs, the company owning or operating the road must immediately notify the Chief Inspector who may investigate. If it is alleged that the accident has been caused by the negligence or incompetence of a driver, the Chief Inspector may hold an inquiry along judicial lines, after which he will report to the Minister.

Any ruling or decision of an inspector may be appealed to the Chief Inspector and from him to the Minister, whose decision is final.

British Columbia Workmen's Compensation Act Schedule of Industrial Diseases

The Workmen's Compensation Board, in a regulation gazetted January 26, has added infection by staphylococcus aureus, a specific type of skin infection, to the Schedule of Industrial Diseases under the

Workmen's Compensation Act. Effective December 1, 1954, the regulation covers any employment under Part I of the Act where there is contact with staphylococcus aureus infection or staphylococcus aureus infected material, including employment in any of the following: a hospital, private hospital, nursing home, sanatorium, clinic or any branch of the Victorian Order of Nurses; any prison hospital unit of the Province of British Columbia; any public health unit of the Government of British Columbia, the University of British Columbia, any municipality or any school board; any place where the work performed by a social welfare worker employed by the province or the municipality is similar to that done in any public health unit; the British Columbia Medical Research Institute or the Department of Bacteriology of the University of British Columbia.

Accident-prevention Regulations

In an order effective January 1, 1956, and gazetted January 26, the Workmen's Compensation Board repealed Accident-prevention Regulation 295 dealing with hoists for carrying workmen and substituted a new, more detailed regulation designed to allow for the use of equipment which will safely transport men to work areas on high structures such as buildings, dams and similar structures during the course of construction.

Before the new regulation was adopted, workmen were not permitted to ride on a material hoist, construction hoist, or other elevating equipment except as provided in the Coal Mines Regulation Act, the Metalliferous Mines Regulation Act or the Factories Act. Under the new regulation, temporary hoisting equipment may be used to transport workmen if certain requirements are met. Rules are set out for the strength of the structure, for prevention of overloading, and for safe operation. An employer may not operate a temporary hoist unless leave to do so is obtained from the Board. Written application to operate such a hoist is to be received at the Board offices at least a week prior to the intended commencement of operation.

The new regulation was made following a hearing by the Board in Vancouver last November 25.

New Brunswick Mining Act

Regulations under the Mining Act authorized by O.C. 55-829 governing the operation of metal mines and quarries were gazetted December 7. The regulations, which are the first to be issued in the province for metalliferous mines, and which

contain many provisions similar to those in the Nova Scotia Metalliferous Mines and Quarries Act, 1951 (L.G., 1951, pp. 990-993), were considered necessary because mining activity has increased in recent years and new discoveries, especially in the Bathurst area, point to the eventual establishment of a large-scale base metals industry. Regulations governing coal mines in the province have been in effect for many years.

The regulations are in five parts. Part I deals with interpretation, Part II with powers and duties, and Part III with general rules. Part IV contains regulations governing the installation of electrical equipment, and Part V deals with supplemental offences and penalties. Summarized below are the main provisions regarding powers and duties, conditions of employment, construction requirements, equipment, safety, quarries, metallurgical works and electricity.

Interpretation

The regulations apply to mines and quarries, and define a mine as an opening or excavation in or working of the ground for the purpose of mining, opening up, developing or proving any mineral or mineral-bearing substance except coal or an ore-body, mineral deposit, rock, stratum, earth, clay, sand or gravel or place where mining other than coal mining may be carried on. A quarry is any opening or excavation in the ground for the purpose of searching for or removing earth, clay, sand, gravel, rock, building-stone, limestone, marble, gypsum or marl or any place or operation classified by the Chief Inspector as a quarry. All works, machinery, plants, buildings and premises below or above ground belonging to or used in connection with a mine or quarry are also considered part of the mine or quarry.

Powers and Duties

In New Brunswick, the inspector has much the same powers and duties as in other provinces. He must inspect every mine and metallurgical works within his jurisdiction as often as his duties permit or circumstances require. If he discovers anything that would endanger the safety of any person in or about a mine, he must notify the owner, agent or manager in writing and give instructions as to how to remedy the matter. If he considers that any delay might be dangerous, the inspector may close the mine or stop work until the situation has been remedied. When such an order is issued, the inspector

must send the Chief Inspector a complete report of his findings and justify his instructions.

The owner of a working mine is required to appoint a manager, and he or his agent must provide the manager with all the facilities needed to comply with the regulations. On or about January 15 each year, the owner or agent must send to the Department of Lands and Mines a correct return for the preceding calendar year showing, in addition to statistics as to the quantity and value of minerals, the following information on employment: the number of persons employed below ground, the number of persons on the surface, classification of workers, hours of labour, average rate of wages of each class, and total amount of wages paid during the year.

The manager is responsible for the control, management and direction of the mine or works. Whenever he has to be away, he must appoint some suitable person or persons to assume the responsibility for the mine or works during his absence. The manager must take all necessary and reasonable measures to enforce the regulations and to ensure that every employee and every foreman, shift boss, mine captain and department head assumes his share of the responsibility. The manager may also make rules for the maintenance of order and discipline and the prevention of accidents so long as they are not inconsistent with the regulations or with special instructions given by the inspector. Such rules, however, must be submitted to the Chief Inspector, who will send them to the Minister for approval. If approved, the rules must be posted in a conspicuous place for 14 days before they take effect.

Some duties are the responsibility of either the owner, the agent or the manager. Whenever an accident resulting in death or serious injury to an employee occurs in or about a mine or metallurgical works, the Chief Inspector must be notified by telephone, telegraph, or messenger if any such means of communication is available. In addition, a detailed written report must be mailed to the inspector and Chief Inspector within 24 hours of the accident. If an injured person dies later, the owner or agent or manager must notify the inspector and Chief Inspector 24 hours after he has been informed of the death. An accident resulting in seven days' loss of work must also be reported to the inspector and Chief Inspector.

Written notice of other dangerous or unusual occurrences must be mailed to the inspector within 24 hours. These include

occurrences involving overwinding of a cage, skip or bucket; breaking of a rope used for hoisting men; inrush of water; fire underground; and premature or unexpected explosion of explosives or gas.

The inspector must be notified immediately after work has commenced for the opening of a new mine or the re-opening of an abandoned mine. He must also be notified within 30 days after a mine has been abandoned.

A register showing the name, age, nationality, residence and date of first employment of every employee is to be kept at the mine office. An accurate, up-to-date plan of the workings of the mine must also be kept if requested by the inspector.

Employees, on their part, are expected to wear and use all protective equipment issued to them and carry out their duties in accordance with the regulations applicable to the work in which they are engaged.

Conditions of Employment

No girl or woman may be employed in or about any mine except in a technical, clerical or domestic capacity. Male employees have to meet certain requirements as to age, language, and health.

The employment of males under 16 years about a mine is forbidden, and the employment of males under 18 years below ground in a mine or quarry is also prohibited. No person under 18 years is to be allowed to be in charge of a hoist of any kind, or to operate machinery except under the direct supervision of an experienced operator. No person under 21 years is to be allowed to operate a power-driven crane or an elevator or hoisting engine in buildings composing the surface plant of a mine. To be in charge of any hoist at any shaft or winze in which men are handled, a person must be at least 21, and, in the opinion of the inspector, must have had adequate experience on a reversing hoist.

Every person who is exclusively engaged in supervising the work of other men must be able to give, receive, read and write orders in the English language. Every person in charge as a deckman, caretender, skiptender or hoistman must have a sufficient knowledge of English to enable him to carry out his duties in a thoroughly safe manner.

A medical examination is required for every person employed in a dust exposure occupation for more than 50 hours in each calendar month. No person is to be employed to work among workers exposed to silica dust without a valid certificate of

fitness, but employers have 90 days to secure such a certificate for a newly-hired employee. The certificate is good for 12 months from date of issue, and on request must be delivered to the manager or superintendent and left in his custody until termination of employment.

Unless exempted by the Workmen's Compensation Board, every employee whose employment takes him into a mine or into an ore or rock-crushing operation of any mine, other than an operation where the ore or rock is crushed in water or in a chemical solution, must be examined at least once in every 12 months by a physician selected by the employer. The medical examination is at the expense of the employer and must include a chest X-ray. If upon examination the physician finds that the workman has a disease of the respiratory organs and his condition is such that he might endanger the health of other workers exposed to silica dust, he must immediately notify the employer and the Workmen's Compensation Board of his findings. Upon receipt of the notice, the employer must terminate the employment and give the employee one week's pay in lieu of notice. If requested, the physician must furnish the workman with a report of his findings. If, on the other hand, the physician finds that the employee is free from disease of the respiratory organs, he will issue the prescribed certificate of fitness to the workman.

The Workmen's Compensation Board will prescribe the nature of the medical examination, the information to be obtained and recorded, and the form of certificate to be issued. It may also make other rules and regulations with respect to medical examinations. Upon request, the physician who examines a workman must furnish the Board with the information and record from which his diagnosis was made. After investigation, the Board may cancel a certificate of fitness given by a physician or it may in its discretion issue a certificate to a workman who has been refused one.

Hoistmen are also required to have medical examinations. No person is to be allowed to operate a hoist at a shaft or winze in which men are handled unless he has been examined by a qualified medical practitioner acceptable to the employer, and has been issued a Hoistman's Medical Certificate testifying that he is mentally and physically fit to discharge his duties. This certificate is valid only for one year from date of issue and must be renewed yearly. It is to be kept on file by the employer and shown to the inspector on request.

The hours of work are limited for all employees except those employed in the office, boarding-house or bunk-house of a mine or metallurgical works. No person is to be employed underground for more than eight hours in 24, including the time he enters the mine until he returns to the surface. Employees working above ground at a mine, quarry or metallurgical works are limited to eight hours in any 24 hours except when it is necessary to work longer hours to make a change of shift. These limitations on hours do not apply, however, when a person has been detained because of an accident or when he is trying to save or protect human life or save property, or to carry out urgent work essential to the continuance of the ordinary working of the mine.

Construction Requirements

Some of the requirements as to surface arrangements and installations are specifically set out, and other requirements may be imposed at the discretion of the inspector. No permanent buildings may be erected within 50 feet of any closed-in portion of a head-frame or portal-house without the inspector's approval. He must also consent to the building of any magazine and approve the style of the structure, the equipment and the quantity and kind of explosives that may be stored there. The inspector may also order auxiliary exits or the installation of extra fire-doors on adit-tunnels if he considers them necessary for the safety of the employees.

The air in all parts of a mine must contain sufficient oxygen and be free of injurious amounts of noxious impurities. If these conditions cannot be obtained by natural ventilation, approved means of mechanical ventilation must be provided and kept in operation until the workings have been abandoned or satisfactory natural ventilation has been brought about.

Shafts must be properly timbered and concreted, and the collar made secure in a manner approved by the inspector. The top of every shaft must be securely fenced and protected by a gate or bar. Shafts must also be provided with suitable footways and ladderways, and except during shaft sinking operations, whenever a shaft exceeds 300 feet in vertical depth a suitable shaft conveyance must be provided for transporting persons in the shaft.

The requirements for ladders and ladderways are set out in some detail. During sinking operations, if a permanent ladder does not reach the bottom, an auxiliary

ladder must be provided. Suitable stairways, ladderways and platforms must also be maintained whenever men are inspecting appliances about a shaft or winze.

Stairways are to be constructed so that it would be impossible for a person to fall from the top of the foundation landing below. Stairways more than five feet in height must be provided with substantial handrailings. Other dangerous places such as openings in floors, pits, elevated platforms, trap-holes and well-holes are to be fenced off. A platform or staging more than five feet from the floor and used for oiling purposes must also be provided with handrailings.

The requirements for hoist construction to apply in installations where men are allowed to ride include hoist drum specifications as well as regulations regarding brakes, clutches, indicators and other safety devices. In all installations of newly-acquired hoists or modifications of existing hoists designed to increase the hoisting capacity, the drum must not only be a specified diameter but must also have grooving properly machined to fit the rope used. Hoists with plain drums may be used, however, in operations of a temporary nature.

Hoisting engines driven by electric power must be equipped with an auxiliary overwind to prevent the skip being raised in the dumping position. The hoistman is responsible for seeing that the device is in operation when men are being hoisted.

Special precautions have to be taken with hoisting ropes. No hoisting rope is to be used unless it is accompanied by a certificate from the manufacturer giving information which includes percentage by weight of lubricant in core, trade name of interior rope lubricant, type of lay, grade of steel, and torsion rating of wires (turns per 8-inch test pieces). No hoisting rope may be reversed without the approval of the Chief Inspector, who will not give his consent unless standard test pieces from each end of the rope are submitted with the application.

Equipment

Only certain machinery may be used and it must be installed according to the regulations. No internal combustion engine using vaporized fuel may be operated underground in any mine. The Chief Inspector, however, may authorize a limited use of internal combustion engines of the diesel type under such conditions as he may prescribe. Steam boilers and pressure vessels used in and about a mine must comply with the requirements of the

Stationary Engineer's Act and must be operated in accordance with that Act. Welding on boilers and pressure vessels must be done by certified welders.

Machinery used in buildings must be arranged to ensure the maximum safety of workers. Moving parts such as belts, pulleys and wheels and revolving parts that project unevenly from the surface, such as bolts, keys and set-screws, must be covered, enclosed, or guarded with a substantial casing or railing. Where mechanical haulage is employed, control levers of storage-battery and trolley locomotives are to be arranged so that the lever cannot be removed accidentally when power is on.

If more than 20 men are ordinarily employed in a mine, dressing rooms must be provided in a dry-house at the surface in a place approved by the inspector. The dry-house must not be in the boiler-room, engine room, or in the same building as the bunk house or dining room, or within 50 feet of the principal entrance to the mine.

Facilities for first aid are to be provided at every mine. There must be a sufficient number of stretchers and at least one first aid kit of an approved type. Where poisonous or dangerous compounds, solutions or gases are used or produced, a sufficient supply of satisfactory antidotes and washes for treating injuries from these dangerous substances must be kept in a conspicuous and convenient place.

If a mine employing more than 50 men is more than five miles from a hospital, and if suitable means of emergency transportation are not available, the owner must maintain a fully equipped first aid room. A trained and qualified first aid attendant must also be employed where there are more than 50 persons employed. The inspector may also require other workmen to be trained in first aid if he considers it advisable.

Some personal safety equipment must be provided for the men. Protective hats of a type approved by the inspector must be worn underground. The owner or agent must also provide suitable belts and lines, which are to be worn whenever they are needed for safety. Where a power-driven grinding wheel is used, suitable goggles must be provided and worn unless the wheel is equipped with a transparent shield of approved design.

Safety

In the interest of safety, the regulations provide for regular inspections of mine workings and of mine equipment. The frequency and extent of these inspections are set out and control is to be exercised through the use of such devices as hoist

machinery record books, and reports on fire-fighting equipment, accumulation of waste materials and defective fuses.

A number of safety practices are outlined for mine personnel. Only authorized persons are to be allowed to enter a mine, and no person under the influence of or carrying intoxicating liquor is to enter a mine or be near any working-place on the surface or be near any machinery in motion. Riding on conveyor belts is prohibited and no person except the cage-tender or other authorized person may travel in a shaft conveyance with explosives. Unnecessarily loose outer clothing must not be worn by a person working close to moving machinery.

No person is to be permitted to work in any place in a mine if the air contains dust, fumes, or smoke in injurious quantities. Persons employed in an underground location are to be protected from falling objects when other workmen are working above them.

Special precautions are to be taken with explosives. Every magazine is to be in charge of a competent person appointed by the manager, and if the attendant is absent, the magazine is to be kept locked. All loading and blasting operations are to be carried on under the direct personal supervision of the blaster. Only explosives in Fume Class I (0.00 to 0.16 cubic feet of toxic gases per 14" x 8" stick) are to be used underground. High explosives are to be distributed and stacked according to a table to prevent propagation of the entire amount in the event of a premature explosion.

A number of precautions must be taken to prevent fire underground. Structures housing machinery must be fire-proofed as far as possible and provided with fire-fighting equipment. Refuge stations with water, air and telephone connections to the surface and separated from adjoining workings so that gases cannot enter must be provided if the inspector considers them necessary for the safety of the workmen. The Chief Inspector may also recommend to the Minister that a connection be established between mines if he thinks that conditions warrant it. If the Minister approves, a committee must be set up to consider the suggestions of the Chief Inspector and report to the Minister.

Except for carbide lamps or flares, no devices for the generation of gas such as acetylene cutting or welding equipment may be used underground. When acetylene, gasoline, kerosene or other torches are used or carried, suitable precautions must be taken.

Grease, oil and any volatile, inflammable material must be stored in approved metal containers. Supervisors are to check to see that inflammable refuse does not accumulate and must record their findings.

Quarries

Except for the rules respecting explosives and blasting, the general provisions will not apply to quarries until the Chief Inspector gives his approval and indicates in writing the extent of their application. There are, however, some special rules for quarries. Requirements as to height of face, undermining, overburden, hoisting and travelling ways are set out and a number of safety provisions are given.

An effective block automatic derail or safety switch must be installed at the top of each inclined place to prevent cars accidentally running down. The hoisting of men by hoist or derrick is prohibited without the permission of the Chief Inspector. When loads are being hoisted the signalman must warn all persons in the vicinity. Every person engaged in work on the wall of the pit must always wear a life-line. The life-line must be securely snubbed above the working places and must be either under the supervision of a snub-tender or held taut by one or more fellow workmen.

Metallurgical Works

There are some special rules for metallurgical works and mills. In addition, there is a provision that the general rules for mines will apply whenever the Chief Inspector declares them applicable. The Minister may also make rules in the interest of the public and of the workmen.

The owner or agent must supply the workmen with approved appliances, masks and shields to protect them from dust, dangerous and irritating fumes, gases, abnormal heat and molten material. Life belts and lines must also be provided for use in rescue work, or when the atmosphere becomes dangerous because of the presence of noxious gases. Breathing apparatus and portable resuscitating equipment must also be supplied when required by the inspector. A supply of antidote must be kept in a convenient cabinet when cyanide is used, and warning signs must be posted when it or any other poisonous, or harmful substance is used.

No person is to work in any place in metallurgical works if the air contains injurious quantities of dust, fumes or smoke. Every foreman must supervise personally any unusually hazardous work or appoint a competent assistant to do so.

No person may enter a bunker, hopper or storage bin where material is stored or work on a stockpile without wearing a life belt and line and unless precautions have been taken against the material caving in or sliding and a second person is in constant attendance.

Electrical Regulations

All electrical equipment must be installed and maintained in accordance with the standards prescribed by the Canadian Electrical Code Part V (C22-5, No. 1 and No. 2), except where those standards do not conform to the regulations.

Ontario Apprenticeship Act

Ontario apprenticeship regulations for bricklayers and masons were gazetted January 28. New regulations made by the Industry and Labour Board and authorized by O. Reg. 4/56 and O. Reg. 6/56 set out a course of study for both the educational classes which the apprentice is to take at the Provincial Institute of Trades at Toronto and for the training he is to receive from the employer. At the same time separate trade regulations for masons and bricklayers were made by the Provincial Advisory Committee and approved by O. Reg. 5/56 and O. Reg. 7/56, replacing the sections on bricklayers and masons which formerly were contained in the general building trades regulations (C.R.O. 378).

The course of study for the educational classes set out in Schedule 1 to the Board's regulations lists the items of subject matter that are to be covered in the course (such as materials, tools, drafting, mathematics, walls, corners and chimneys) and indicates the instruction to be given in respect to each item and the skill the apprentice is expected to acquire. Schedule 2, which outlines the course the apprentice is to cover with the employer, lists the same items with the exception of mathematics. The apprentice is to spend not less than 1,280 hours in a year in training with the employer. For one other designated trade, the motor vehicle repair trade, a specific curriculum such as those now adopted for bricklayers and masons was approved by regulations in 1954 (L.G., 1954, p. 425).

Although separate trade regulations have been issued for bricklayers and masons, the provisions are the same for both trades. To enter into a contract an apprentice must be at least 16 and not more than 21 years of age. The term of apprenticeship is still four years, including the probationary period. An employer who is himself a journeyman but does not employ

another journeyman, or an employer who is not a journeyman and hires only one journeyman, may have one apprentice. In all other cases there may be one additional apprentice for every additional eight journeymen employed, provided the number of apprentices apprenticed to one employer does not exceed three. The only change from the previous trade regulations is that the limitation that the ratio of apprentices to journeymen in each district as defined in the regulations was in no case to exceed one apprentice to eight journeymen does not appear in the new regulations.

Saskatchewan Boiler and Pressure Vessel Act

Regulations under the Boiler and Pressure Vessel Act respecting the safe handling of liquefied petroleum gas were amended by O.C. 2748/55 gazetted January 6. The amendments modify the 1953 regulations authorized by O.C. 1371/53 (L.G., 1953, pp. 1348-49) to the extent that portable cylinders having a water capacity of 2½ pounds or less are now exempt, and that installation plans for storage tank or pressure containers having a capacity less than 2,000 gallons need not be submitted to the Department of Labour for approval. In other respects, however, the requirements are more stringent and specific standards are set out regarding design pressure, pressure gauges, valves, pipes and fittings. Some changes have also been made in the general safety requirements.

The definition of "distributor" has been made more precise. A distributor licensed under the Boiler and Pressure Vessel Act is authorized to sell or distribute L.P. gas equipment such as portable cylinders, storage tanks, transport tanks or pressure containers and accessories used in connection with filling distributing plant or other installations. He is not authorized to sell or instal L.P. gas-burning appliances used by consumers. These are regulated by the Gas Inspection and Licensing Act. Distributors must now forward to the Department within 30 days a "State and Installation Report" for every L.P. gas storage tank or A.S.M.E. Code vessel installed or disposed of on a form prescribed by the Department.

As before, a manufacturer may make any number of storage tanks and pressure containers as long as they conform to an approved design but the regulations now provide that all welding must meet the requirements of the A.S.M.E. Welding Qualifications Code. The manufacturer must also forward to the consignee a

(Continued on page 312)

Unemployment Insurance

New Interpretation of Provision in Revised Unemployment Insurance Act

Section relating to conversion of daily contributions under old Act to weekly contributions under new Act to be interpreted to provide for conversion on basis of earnings in a calendar week, where known

The Minister of Labour, in a statement in the House of Commons on January 25, gave an explanation regarding certain provisions in the revised Unemployment Insurance Act which had been causing some concern to persons who had previously been claimants for benefit and who found difficulty in establishing a new claim subsequent to the coming into force of the revised Act on October 2, 1955.

Section 45(2) of the revised Act provides that in respect of a second or subsequent claim, a contribution that was within the 104 weeks preceding the commencement of the previous claim and is more than 52 weeks before the commencement of the subsequent claim cannot be counted as one of the qualifying contributions for establishing a subsequent claim. The restriction which this provision places upon the establishing of claims by certain seasonal workers was found to be aggravated by a further provision contained in the transitional provisions which relate to the interpretation of contributions made under the old Act when entitlement under the new Act is being considered.

This latter provision, which is contained in Section 119(b) of the revised Act, provides that six daily contributions under the old Act shall be deemed to be the equivalent of one week by contribution for purposes of the new Act. Under the old Act, 180 daily contributions were required for qualification and under the new Act, 30 weekly contributions are required.

The Minister explained that while this provision worked satisfactorily in the case of claimants who had a record of solid employment during the months preceding the coming into force of the new Act, it had worked to the disadvantage of claimants whose employment during the period when the qualifying contributions

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

were made contained an appreciable number of broken weeks. Such claimants would be credited with only one weekly contribution as the equivalent of six daily contributions regardless of whether these daily contributions were earned in one, two or three weeks.

He stated that reconsideration had been given to the interpretation of Section 119(b) and that it had been decided that in accordance with the intent of the new Act, contributions made under the old Act should be converted on the basis of the earnings in the calendar week, provided the earnings were known. Any week in which a claimant had earnings of \$9 or over would count as a full contribution week under the present Act and one in which his earnings were less than \$9 would count as half a contribution week.

Claims on which entitlement was not established would be re-adjudicated immediately by the Unemployment Insurance Commission. Those who could now establish entitlement under the new interpretation and who had proved or could now prove that they had been unemployed since the commencement of their claims would receive retroactive payment of benefit.

The Minister added that as the new Act had been in operation for only about four months it was not intended to make amendments to it at this session, but to keep its operations under review for a longer period in order to ascertain any further difficulties that might remain.

Monthly Report on Operation of the Unemployment Insurance Act

Claims for unemployment insurance benefit during December totalled 276,454 compared with 159,757 in November, 310,490 in December 1954

An increase in claims for unemployment insurance benefit was recorded in all provinces in December.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that a total of 276,454 initial and renewal claims was received in local offices across Canada in December, compared with 159,757 in November and 310,490 during December 1954.

On December 30, a total of 388,129 claimants had their unemployment registers in the live file; included in this figure are 47,272 claimants for seasonal benefit. On November 30, the number of claimants for whom registers were in the live file was 219,786, while on December 31, 1954, it was 479,259 (this latter figure included 30,940 claimants for supplementary benefit).

Adjudicating officers disposed of 216,050 initial and renewal claims, of which 139,672 or about 65 per cent were in the category "entitled to benefit". A total of 68,195 claimants failed to fulfil the minimum requirements for establishing a benefit period. (While the majority of these claims were immediately considered for seasonal benefit, 17,924 were unable to meet the basic condition required to establish a seasonal benefit period.) Disqualifications numbered 14,362 (including 1,623 arising from seasonal and 4,556 from revised claims), the two chief reasons being "voluntarily left employment without just cause" 4,856 cases, and "not capable of and not available for work" 2,631 cases.

New beneficiaries during December numbered 107,597, compared with 65,061 in November and 164,660 in December 1954.

Benefit payments during December amounted to \$11,942,873 in respect of 702,642 weeks (and 4,532 days of unemployment occurring prior to October 2), compared with \$8,661,628, for 514,456 weeks and 14,982 days in November and \$19,428,206 and 6,190,206 days during December 1954.

An estimated 162.6 thousand beneficiaries received weekly benefit payments during December, compared with 118 thousand

during November. During the week December 25-31, 1954, the number of beneficiaries was estimated at 271.8 thousand.

Seasonal Benefit

Seasonal benefit as defined under the revised Unemployment Insurance Act (1955) is comparable to that paid under the supplementary benefit provisions of the 1940 Act (as amended in February 1950), with one important difference, *i.e.*, the supplementary benefit scheme was financed by an additional contribution of one cent per day by insured employees and their employers and in some cases, deficits, had they occurred, would have been made up by Treasury. No special contributions are required for seasonal benefit under the revised Act.

As heretofore, claims adjudicated during December and for which the statutory conditions are not fulfilled are immediately considered for seasonal benefit. Though no benefit is payable under these provisions for unemployment occurring prior to the week in which the first of January falls, claimants may serve the waiting period in December and, if circumstances warrant, they may claim benefit commencing with that week.

Claimants for seasonal benefit must comply with all the provisions of the Act except those relating to the minimum contributions, and the method of determining the weekly rate and total entitlement.

A total of 67,617 claims was considered for seasonal benefit; 269 of these were renewal seasonal benefit claims filed. Of 67,498 claims adjudicated, 47,804 were entitled to benefit.

Seasonal benefit claimants having an unemployment register in the live file on the last working day of the month numbered 47,272.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for December show that insurance books or contribution cards were issued to 4,376,071 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1955.

*See Tables E-1 to E-5 at back of book.

As at December 31, employers registered numbered 279,879, an increase of 1,385 during the month.

Enforcement Statistics

During December, 3,093 investigations were conducted by district investigators across Canada. Of these, 2,319 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 774 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 45 cases,* two against employers and 43 against claimants. Punitive disqualifica-

tions as a result of claimants making false statements or misrepresentations numbered 408.*

Unemployment Insurance Fund

Revenue received in December totalled \$20,624,583.57, compared with \$20,561,805.96 in November and \$18,585,037.39 in December 1954. Benefit payments in December amounted to \$11,928,501.78, compared with \$8,642,656.05 in November and \$19,412,071.55 in December 1954. The balance in the fund at December 31 was \$890,857,489.63; at November 30, there was a balance of \$882,161,407.84 and at December 31, 1954, of \$896,642,391.80.

*These do not necessarily relate to the investigations conducted during this month.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CU-B 1205, December 21, 1955

Summary of the Facts: The claimant, married, 25 years of age, filed an initial application for benefit on September 15, 1954, and stated that she had worked as an office clerk at La Caisse Populaire of Portneuf, Que., from 1948 to September 11, 1954, when she was laid off because she was getting married on October 9, 1954, and the employer did not retain married women in his employ. This claim was allowed.

On June 6, 1955, the local office of the Unemployment Insurance Commission informed the insurance officer as follows:

As this claimant is pregnant, which is obvious from her appearance, she is not considered as generally acceptable to employers for employment for which she is qualified.

The insurance officer then disqualified the claimant from receipt of benefit from June 6, 1955, because, in his opinion, she had failed to prove that she was available for work within the meaning of Section 29(1)(b) of the Act.

The claimant appealed from this decision to a court of referees on June 14, 1955 and submitted the following medical certificate:

Monday, June 13, 1955.

To whom it may concern:

I hereby certify that Mrs. is under my care. My patient is six months pregnant and her pregnancy is progressing normally without complications. My patient can therefore perform normal work.

(Sgd.) Roger A. CARON, M.D.

The claimant also submitted a lengthy memorandum to the court of referees wherein she contended that the statement of the insurance officer that she was not suitable to a prospective employer was arbitrary, purely subjective and uncorroborated by either concrete or plausible facts; that availability for work was determined by two factors only, namely, the capability to work and the intention to accept such employment as might be assigned to a claimant; and that as long as these two factors existed, the condition of availability for work was fulfilled; finally, that the argument that her chances for employment were decreased owing to her condition was irrelevant to the present case and conducive to an arbitrary conclusion.

The claimant appeared before a court of referees at the hearing of her case on June 27, 1955, and the court upheld by a majority the decision of the insurance officer. It was pointed out by the court that the claimant had stated that "she had not looked for employment on her own but had waited for employment offers from the placement office of the Unemployment Insurance Commission".

The dissenting member expressed the opinion that it was "impossible for an insurance officer to determine whether the physical condition of a pregnant woman might allow her or not to perform office work," and that "the claimant should not

be penalized for the refusal of an employer to accept her services merely because of her physical appearance or pregnancy."

From the majority decision of the court of referees, the claimant appealed to the Umpire on June 29, 1955, contending that this decision regarding her alleged unavailability for work rested on an arbitrary statement that she was not suitable to a prospective employer. The claimant stated further as follows: "...the decision of the court of referees is illegal because irregular in that it maintained the decision of the insurance officer on a question irrelevant and immaterial to the issue, namely, that I did not seek employment on my own but that I was waiting for offers of employment which the placement office of the Unemployment Insurance Commission might offer me..."

Conclusions: I fully agree with the majority of the court of referees.

The question as to whether or not the claimant was capable of work is not at issue but only that of her availability for work.

As I pointed out in a recent decision (CU-B 1193), in cases dealing with the availability for work of pregnant women, one of the determining factors is the claimant's eagerness to look for employment.

In the present case the claimant has admitted before the court of referees that she had made no effort to find employment.

Another factor is the appearance of the claimant resulting from pregnancy, as corollary of the general principle laid down in many decisions that the availability of a claimant may be determined objectively by her chances of obtaining employment in relation to a set of circumstances beyond her control or which she has deliberately created.

This is a question of fact which is left to the discretion of the adjudicating authorities.

The claimant contended that the decision of the court was illegal in that it confirmed the decision of the insurance officer on a point irrelevant and immaterial, *viz.*, that she had made no personal effort to find employment.

I would like to point out to the claimant that on the notice of disqualification from benefit sent to her by the insurance officer on June 7, 1955, the following reason only was given: "You have not proved that you were available for work since June 6, 1955 (Section 29(1)(b) of the Act)."

Notwithstanding the reasons which prompted the officer's decision, the whole question of her availability was subject to re-examination by the very fact that the claimant appealed her case before the court of referees.

It is not within the intent of the Act to pay benefit to persons who have no intention to work; and, had the statutory authorities been aware sooner of the claimant's attitude in this respect, she would certainly not have been allowed to receive benefit for nine months.

The appeal is dismissed.

Decision CU-B 1210, January 30, 1956

Summary of the Facts: The claimant, who was employed as a mine labourer by the Dominion Coal Company, New Waterford, N.S., was laid off temporarily on June 9, 1955.

On June 20, 1955, he filed an initial claim for benefit and applied to have it antedated to cover the period from June 10 to June 17, 1955 for the following reason: "Have been sick since 10 June, 55 to 20 June, 55 and wasn't able to file my claim until today."

The insurance officer did not approve the application to antedate because, in his opinion, the claimant had not shown good cause for delay in making his claim for benefit (Section 38(6) of the Act and Unemployment Insurance Regulation 122) but allowed the claim as from June 20, 1955.

From the decision of the insurance officer to refuse him an antedate of his claim, the claimant, on July 9, 1955, appealed to a court of referees on the following grounds:

On June 10/55, which was the day I was supposed to report to the local UIC office, my oldest boy was stricken ill and had to be rushed to the hospital for an emergency operation and my wife was sick in bed and I had to stay at home to look after my kids. I must also state that my baby was in the hospital at that time also and on the 12 of June he had an operation for a bad burn he received on his hand. On the 14 day of June when my wife was just able to get out of bed I was stricken with the summer flu which kept me in bed for three days and as soon as I was able to get around I reported to the local office. I was not able to get anyone to look after the house and kids for me on the 10th of June, which was the day I was supposed to report, and I had to leave my wife, who, as I already stated, was sick in bed alone while I took my oldest boy to the hospital for his operation so you see it was almost impossible for me to get to the local UIC office until I did.

The court of referees which heard the case in Sydney, N.S., on July 26, 1955, unanimously reversed the decision of the insurance officer on the ground that the claimant, in view of the additional information given in his appeal, had shown good cause for delay in making his claim for benefit.

From the decision of the court of referees, the chief claims officer of the Unemployment Insurance Commission appealed to the Umpire on October 4, 1955, contending that the court, in allowing the antedate of the claim, completely overlooked the question of the claimant's availability for work during the period involved.

Conclusions: The finding of the court of referees is contrary to the provisions of Regulation 122 and the decisions rendered by the Umpire in similar cases.

Regulation 122 distinctly states that "to have his claim made effective from a date earlier than the date on which he made his claim," a claimant must prove, *inter*

alia, "that on such earlier date he has in all respects fulfilled the conditions of entitlement to benefit and was in a position to furnish proof thereof."

Furthermore, in decisions CU-B's 280, 711 and 941, to which the court's attention was drawn, the Umpire made it clear that, to qualify for an antedate, the claimant has also to prove that he was available for work—which means ready to accept any offer of employment—during the whole period for which he claims benefit retroactively.

In the present case, it is obvious from the statement of the claimant himself that he was not in a position to accept any offer of suitable employment, had it been made to him on the earlier date or at any time during the whole period between the earlier date and the actual date of his claim, either because of his own illness or because he was required to stay home to attend to his family.

The appeal of the chief claims officer is allowed.

Recent Regulations

(Continued from page 307)

duplicate copy of the affidavit sent to the Chief Inspector testifying that the vessel has been inspected by an authorized shop inspector.

There are also some changes in the requirements for filling and distributing plants. The area around these plants is to be enclosed with an approved fence which must be at least 50 feet from any part of a storage tank. However, the distance may be reduced to 25 feet at the discretion of the inspector. The side of a bottling house or similar building may also be used to form part of the fence if the side used is at least 25 feet from a storage tank. Access through this fence is to be provided in accordance with the requirements of N.B.F.U. Pamphlet 58.

Storage tanks used in connection with these plants are to be located at least 50 feet from streets, lanes, and other thorough-

fares except where a reduction is allowed by local authority or the Chief Inspector. Every tank must be protected against impact by a suitable non-combustible curb or railing and the minimum distance between the ground and the lowest part of any storage tank is to be 6 inches. Every tank must be marked on both sides with the word "propane" and "flammable" to distinguish it from an anhydrous ammonia vessel. The requirements as to valves, fittings and piping have also been amended.

The permission of the Department is still necessary before any storage tank other than a portable cylinder may be filled with L.P. gas or placed in possession of a consumer. Now the person supervising the installation must also forward to the Department an installation report on an authorized form.

Labour Conditions

in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during January

Works of Construction, Remodelling, Repair or Demolition

During January the Department of Labour prepared 165 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 100 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in January for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited.....	1	\$ 2,090.20
Department of Defence Production (December)..	174	1,774,110.00
Post Office	9	47,281.43
R.C.M.P.	2	2,460.75

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Wage Claims Received and Payments Made during January

During January the sum of \$12,315.25 was collected from six employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 340 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during January

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

Tuft's Cove N S: J D Bremner & Son, *supplementary plumbing & heating for schools. *Camp Gagetown N B:* Eastern Woodworkers Ltd, construction of housing units & services. *Edmonton Alta:* Poole Construction Co Ltd, construction of Stage 1 school & services, Griesbach Barracks.

Defence Construction (1951) Limited

Bagotville Que: Eastern Canada Steel & Iron Works Ltd, erection of structural steel for hangar, Stage I, & Unit C of Stage II, RCAF Station. *Downsview Ont:* Bell Telephone Co of Canada, *relocation of telephone cable. *Lakeview Ont:* Canadian National Railways, *installation of extension to railway siding, Cawthra Road. *Calgary Alta:* Electrical Contracting & Machinery Co Ltd, construction of electrical distribution system, Sarcee Camp.

Building and Maintenance

Barriefield Ont: John D St Clair Ltd, interior painting of PMQ's, Fort Henry. *Downsview Ont:* Windler Electric Co Ltd, installation of fire alarm circuits, RCAF Station. *London Ont:* Cardinal Painting & Decorating Co, interior painting of Armoury. *Petawawa Ont:* W O Pickthorne & Son Ltd, installation of outlets for vehicle block heaters. *Peterborough Ont:* Industrial Electrical Contractors, rewiring & relighting of Armoury. *Timmins Ont:* Brant Construction Co Ltd, laying of concrete floors, Armoury. *Regina Sask:* Yarrton Decorating Co Ltd, interior painting of warehouse, #16 ROD. *Calgary Alta:* Williams Bros, interior painting of PMQ's, Currie Barracks. *Edmonton Alta:* R H Neven Co Ltd, interior painting of PMQ's, Griesbach Barracks. *Vancouver B C:* J T Devlin & Co Ltd, interior painting of hangars & bldg, Jericho Beach & Seaforth Armouries. *Vedder Crossing B C:* Seaboard Sheet Metal Ltd, re-roofing of bldgs, RCSME; C Schattenkirk & Son, interior painting of PMQ's, RCSME.

Department of Defence Production

(December Report)

Dartmouth N S: Applied Insulations Ltd, repairing & renewal of steam line in central heating plant, M T garage, hangars & steam tunnels, RCN Air Station. *Halifax N S:* T Hogan & Co Ltd, installation of water softener & de-ironing unit in bldg D-62, South Central Heating Plant, HMC Dockyard. *Lac St Denis Que:* Les Entreprises Du Rocher Inc, interior painting of PMQ's, RCAF Station. *Montreal Que:* All Weather Aluminum Industries Ltd, installation of combination aluminum storm & screen sash windows in depot & barrack area bldgs, #25 COD. *St Johns Que:* Garla Flooring & Supply Co Ltd, installation of concrete floor, RCAF Station. *Sherbrooke Que:* Gerald Boissonneault, removal of snow, etc at Armoury. *Valcartier Que:* Revetement Mural Enrg, repairing & resurfacing of stucco walls of magazines. *Trenton Ont:* Weatherproofing Ltd, rehabilitation of underground steam distribution system, RCAF Station. *Claresholm Alta:* Les Cookshaw, painting of bldgs, RCAF Station. *Namoo Alta:* Dominion Gunite Co Ltd, waterproofing of basements in PMQ's, RCAF Station; P W Graham & Sons Ltd, installation of sash in Hangars #3 & 4, RCAF Station. *Wainwright Alta:* J M King Construction Co Ltd, loading, hauling & spreading of gravel. *Comox B C:* S & S Electric Ltd, installation of commercial power to GCA hardstand, RCAF Station. *Esquimalt B C:* Farmer Construction Ltd, alteration to bldg #77, HMC Dockyard. *Royal Roads B C:* M & M Floor Co Ltd, installation of floor in gymnasium, Canadian Service College.

National Harbours Board

Montreal Harbour Que: E G M Cape & Co, raising wharf aprons to shed floor level, sheds 18, 19, 25, 26 & 27. *Vancouver Harbour B C:* Pacific Steel Erectors Ltd, installation of additional fish oil storage tanks, Lapointe Pier.

Department of Northern Affairs and National Resources

Keewatin Ont: S Flostrand, construction of water stage recorder wells & shelters, Lake of the Woods. *Winnipeg River Man*: S Flostrand, construction of water stage recorder wells & shelters, Mill "A".

Department of Public Works

Charlottetown P E I: Bruce Stewart & Co Ltd, *repairs, etc to dredge "Pownal No 2". *Digby N S*: J P Porter Co Ltd, *dredging. *Halifax N S*: Butler Bros Ltd, construction of loading platform & canopy, Customs Annex. *Pictou N S*: Ferguson Industries Ltd, *renewals & repairs to steel hopper scow "PWD No 180". *Sydney N S*: M R Chappell, general repairs & painting, Administration Bldg, Old Naval Base. *Windsor N S*: Edwin J Stevens, alterations & improvements, public bldg. *Fredericton N B*: Johnson Temperature Regulating Co of Canada Ltd, installation of heating controls, Science Service Laboratory. *Grand Anse N B*: Diamond Construction Co Ltd, *dredging. *Saint John N B*: E Mooney Construction Ltd, alterations & additions to provide cafeteria in new post office bldg. *Brion Island Que*: Charles Verreault, improvements (slipway & hauling plant). *Carleton Que*: Jean B Boudreau, construction of spur wharf. *Forestville Que*: Alphonse Montminy, reconstruction of sand diversion wall. *Montreal Que*: Hickey & Aubut Inc, re-roofing of section of Postal Terminal bldg. *Phillipsburg Que*: Edwin James Persons, paving at customs warehouse. *Pierreville Que*: Paul Lafreniere, alterations & general repairs to public bldg. *Three Rivers Que*: Romeo Martel, repointing of stone work, repairing & painting, federal public bldg. *Chatham Ont*: Dean Construction Co Ltd, repairs to retaining wall, St Joseph's Hospital. *Kingston Ont*: Will-Mac Construction Ltd, alterations to Chown bldg. *Ottawa Ont*: A Lanctot Construction Co, alterations & renovations to Photographic Section, "B" bldg, Cartier Square; Wm D'Aoust Construction Ltd, construction of header house & addition to forage crops office bldg, Central Experimental Farm; Jos R Statham, alterations to residence to accommodate illustrations stations & architect's office, Central Experimental Farm; Doran Construction Co Ltd, alterations to Militia Stores Bldg; Ross-Meagher Ltd, alterations to windows in Centre Block, House of Commons; Charles Glazer, repairs to iron fence & stonework, Royal Canadian Mint; Leopold Beaudoin Construction Ltd, alterations & additions, "B" bldg, Cartier Square; Paul E Latremouille, laying of linoleum, "C" bldg, Cartier Square. *Pembroke Ont*: Pentagon Construction Co Ltd, construction of Interprovincial Bridge. *Port Maitland Ont*: Birmingham Construction Ltd, repairs to harbour works (steel sheet pile wall). *Port Stanley Ont*: Towland Construction Co Ltd, asphalt paving. *Rockcliffe Ont*: Edgar Dagenais, repairs to RCMP stables, bldg No 17. *St Thomas Ont*: C E Flexen Machine Co Ltd, *repairs to dredge "PWD No 116", tug "Hercules" & hopper scows. *Sudbury Ont*: Alphonse Rudolph Pella, erection of boarding to site of federal bldg. *Walkerville Ont*: Jeff Kearn Ltd, installation of boiler, circulator & stoker, public bldg. *Brandon Man*: Bird Construction Co Ltd, additions & alterations to public bldg. *Winnipeg Man*: Kummen-Shipman Electric Ltd, improvements to electrical system, Travellers bldg; Ernest E Jack, installation of tile floors, Immigration bldg. *Fort Qu'Appelle Sask*: Logan & Black Ltd, alterations to Indian Hospital. *Banff National Park Alta*: Poole Engineering Co Ltd, grading, etc, Trans-Canada Highway; New West Construction Co Ltd, grading, etc, Trans-Canada Highway; Sundre Contracting Co Ltd, granular sub-base construction, Jasper Highway. *Fraser River (Lulu Island) B C*: Indian River Quarries Ltd, bank protection. *Kamloops B C*: William J Leonard, alterations & painting, public bldg. *Mission River B C*: Fraser River Pile Driving Co Ltd, construction of float & shear boom. *Vancouver B C*: Allied Builders Ltd, *assembly of floating pipe line for dredge "PWD No 322"; Fred Welsh & Son Ltd, repairs to boilers & equipment, federal bldg; Allan & Viner Construction Ltd, repairs, etc, Immigration bldg. *Hay River N W T*: Shoquist Construction Ltd, addition to Indian day school, teachers' quarters & office & warehouse bldg. *Whitehorse Y T*: Dawson & Hall Ltd, construction of highway bridge over Yukon River.

Department of Transport

Gander Nfld: Kenney Construction Co Ltd, construction of signal center bldg, power house & related work. *Chatham N B*: Modern Construction Ltd, additional airport development. *Lunenburg N S*: Lunenburg Foundry & Engineering Ltd, *construction of work boat. *Cap Des Rosiers Que*: Armand Joncas, construction of fog alarm bldg & lighthouse tower. *Montreal Que*: Dominion Bridge Co Ltd, repairs to bridge No 1, Black Bridge, Lachine Canal. *Quebec Que*: J A Cadorette Inc, installation of water & sewer

(Continued on page 316)

Wages, Hours and Working Conditions

Method of Computing Vacation Pay

Amount of vacation pay received by Canadian workers is calculated in most cases from straight-time weekly rates or gross annual earnings

The amount of vacation pay that Canadian employees receive is determined in most cases by a calculation based either on straight time weekly rates or gross annual earnings.

In the survey of working conditions conducted by the Economics and Research Branch of the Department in April 1955, employers were asked whether they computed the vacation pay of their non-office employees: (1) at normal straight time weekly rates; (2) as a percentage of annual straight time earnings; (3) as a percentage of annual earnings (including overtime pay, shift differentials, etc.) or (4) by other means. In almost all cases the vast majority of the replies were in categories (1) and (3).

The accompanying table shows, for each of seven main industrial groups, a percentage distribution of non-office employees according to the aforementioned categories.

In manufacturing, establishments accounting for four-fifths of the employees reported under the first and third categories. Among the subdivisions of manufacturing the pattern of replies in certain groups was indicative of the method of payment for

the majority of employees in the industries. In printing and publishing, for instance, where weekly rates are known to be common, the proportion of employees in establishments reporting vacation pay as computed from normal weekly rates was 82 per cent. On the other hand, in the textiles and clothing group, where piece work is prevalent, the percentage reporting under gross annual earnings was high.

In the transportation group, as well as in public utilities, wholesale trade, retail trade, and service, normal weekly rates were used to determine vacation pay in establishments which accounted for the vast majority of workers.

In mining, where incentive systems of payment are common, about 42 per cent of the employees were in establishments reporting gross annual earnings as the basis. A substantial proportion of the mining employees is reported under the "other" category. Most of these arise from cases where, although earnings rather than rates were used to determine vacation pay, the calculation formula involved an earning period of other than a year.

	Total Non-Office Employees	Proportion of Non-Office Employees				
		Straight time weekly rates	Percentage of Straight time annual earnings	Percentage of Gross annual earnings	Other	No Information
	No.	%	%	%	%	%
Manufacturing.....	765,551	38.0	4.8	43.0	12.8	1.4
Mining.....	72,016	13.3	2.2	41.6	42.6	.3
Transportation, Storage and Communication.....	221,551	87.2	1.7	6.7	2.2	2.2
Public Utilities.....	23,983	94.4	4.0	.3	1.2	.1
Wholesale Trade.....	31,323	80.8	3.2	9.2	4.5	2.3
Retail Trade.....	122,326	85.4	1.9	5.5	3.6	3.6
Services.....	77,250	72.3	3.9	11.2	10.7	1.9

Labour Conditions in Government Contracts

(Continued from page 315)

services for Terminal Bldg. *Rimouski Que*: Accurate Electrical Contractors, installation of airport lighting facilities. *Seven Islands Que*: W Rourke Ltd, construction of underground duct system at airport. *Dunnville Ont*: S G Powell Shipyard Ltd, *construction of landing barge; S G Powell Shipyard Ltd, construction of scows. *Welland Canals Ont*: Aiken & MacLachlan Ltd, restoration of concrete in breast wall at south end of Lock No 2. *Saskatoon Sask*: North West Electric Co Ltd, construction of underground duct system at airport. *Alert Bay B C*: Arthur McGinnis, construction of dwelling. *Fort Smith N W T*: Yukon Construction Co Ltd, construction of dwellings & operations bldg.

Strikes and Lockouts

Canada, January 1956*

Only five new industrial disputes resulted in work stoppages during January 1956 but the time loss was greater than average for the time of year because eight stoppages involving a substantial number of workers were carried over from 1955. Of these, one dispute which began on September 11, 1955, directly involving some 13,800 motor vehicles and parts, diesel locomotive, stove, refrigerator and air conditioning factory workers at London, Oshawa, St. Catharines, Toronto and Windsor, Ont., was responsible for 90 per cent of the idleness during January 1956.

The question of increased wages was a factor in 10 of the 13 disputes in existence during January. Of the other stoppages, two arose over causes affecting conditions of work and one over the dismissal of workers.

Preliminary figures for January 1956 show a total of 13 strikes and lockouts in existence, involving 17,335 workers, with a time loss of 338,340 man-working days, compared with 15 strikes and lockouts in December 1955, with 17,720 workers involved and a loss of 340,410 days. In January 1955 there were 16 strikes and lockouts, 11,106 workers involved and a loss of 218,145 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in January 1956 was 0.38 per cent of the estimated working time; December 1955, 0.39 per cent; and January 1955, 0.25 per cent.

Of the 13 strikes and lockouts in existence during January 1956, two were settled in favour of the employers and 11 were still in existence at the end of the month.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, Que., on February 23, 1954; lumber mill workers at Saint John, N.B., on May 26, 1955; and newspaper printing plant workers at Montreal, Que., on April 20, 1955. The strike of radio parts factory workers at Toronto, Ont., which began on November 1, 1954, was reported to have been called off late in April 1955.)

*See Tables G-1 and G-2 at back of book.

Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in November 1955 was 235 and 28 were still in progress from the previous month, making a total of 263 during the month. In all stoppages of work in progress, 48,400 workers were involved and a time loss of 288,000 days caused.

Of the 235 disputes leading to stoppages of work that began in November, 22, directly involving 5,300 workers, arose over demands for advances in wages, and 104, directly involving 11,700 workers, over other wage questions; five, directly involving 1,100 workers, over questions as to working hours; 22, directly involving 5,500 workers, over questions respecting the employment of particular classes or persons; 76, directly involving 8,300 workers, over other questions respecting working arrangements; four, directly involving 500 workers over questions of trade union principle; and two, directly involving 600 workers, were in support of workers involved in other disputes.

Australia

The Australian *Monthly Bulletin of Employment Statistics* for September 1955 reported a total of 426 industrial disputes resulting in work stoppages during the third quarter of 1955, involving 116,129 workers and a total of 465,113 working days lost.

New Zealand

The New Zealand *Monthly Abstract of Statistics* for December 1955 reported a total of 19 industrial disputes resulting in work stoppages during the third quarter of 1955, involving 8,055 workers and a total of 21,247 working days lost.

Prices and the Cost of Living*

Consumer Price Index, February 1, 1956

The consumer price index (1949=100) decreased 0.3 per cent from 116.8 to 116.4 between January 3 and February 1. A year ago the index stood at 116.3.

The current decline in the food index was responsible for the drop in the total index, as the shelter, household operation and other commodities and services indexes moved up slightly and the clothing index was unchanged.

The food index declined 1.4 per cent from 111.5 to 109.9. This was the largest decrease in more than two years and it brought this index to its lowest level since January 1951. Further decreases in eggs and pork cuts, combined with lower prices for all beef cuts, oranges, margarine, coffee, grapefruit and lettuce, more than offset scattered increases, including those for potatoes, tomatoes and apples.

The shelter index continued a long upward movement as it rose from 131.3 to 131.5. Both the rent and home-ownership components contributed to this latest increase.

Clothing prices were generally stable and the clothing index remained unchanged at 108.6. Minor increases and decreases affected only a few items.

The household operation index advanced slightly from 116.5 to 116.7. Higher prices for coal, kitchen furniture, floor coverings and some kitchen utensils outweighed scattered decreases for a few other items.

An advance of 0.3 per cent in the other commodities and services index from 119.0 to 119.3 was attributable to higher fares for local transportation and increases in hospital rates.

Group indexes one year earlier (February 1, 1955) were: food 111.5, shelter 128.5, clothing 108.1, household operation 117.1, and other commodities and services 118.3.

City Consumer Price Indexes, January 1956

Eight of the ten regional consumer price indexes (1949=100) declined between December 1, 1955, and January 3, 1956. The decreases were all quite moderate, ranging from 0.1 per cent in both Toronto and Winnipeg to 0.4 per cent in Saskatoon-Regina. Indexes for St. John's and Montreal increased 0.2 and 0.6 per cent, respectively.

Food indexes were lower in all cities except St. John's, an increase of 0.5 per cent accounting for all the movement in that city's total index. Eggs were lower in all cities, particularly in Regina-Saskatoon, while prices for all cuts of pork continued to decline in all regions.

The shelter index remained unchanged in seven cities and was only slightly higher in the other three cities. Little movement was shown in clothing indexes as five were unchanged and five recorded minor increases. Household operation indexes were down slightly in six cities and unchanged in four. Lower domestic gas prices in Toronto accounted for most of the decrease in the Toronto index. The other commodities and services indexes showed no change in six of the ten regional cities and were up in four. Increased local transportation costs in Montreal were mainly responsible for the change in that city's index.

Regional consumer price index point changes between December 1 and January 3 were as follows: Saskatoon-Regina -0.5 to 115.2; Saint John -0.3 to 117.4; Ottawa -0.3 to 117.5; Edmonton-Calgary -0.3 to 114.8; Vancouver 0.3 to 120.0; Halifax -0.2 to 114.5; Toronto -0.1 to 118.8; Winnipeg -0.1 to 116.8; Montreal +0.7 to 117.4; St. John's +0.2 to 104.7.*

Wholesale Prices, January 1956

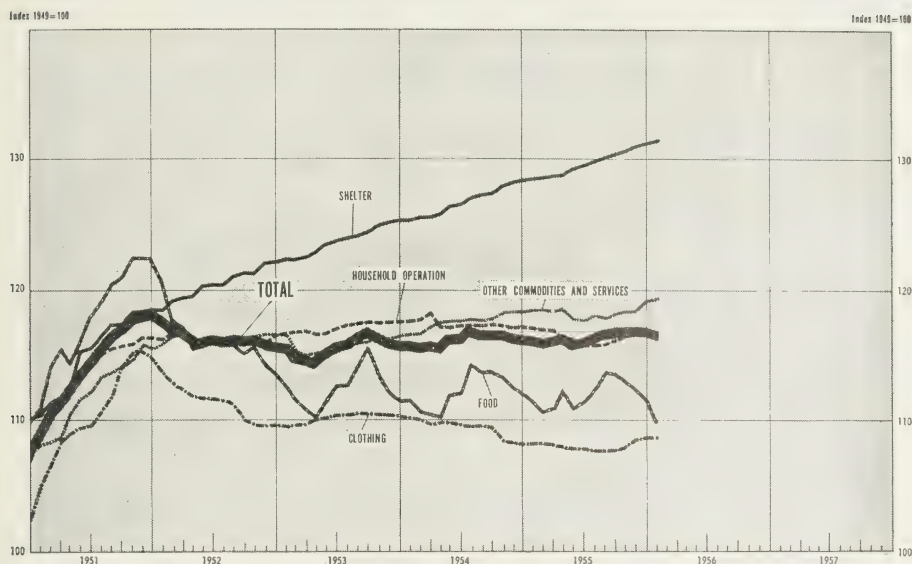
Canada's general wholesale price index (1935-39=100) advanced to 222.0 in January, 0.3 per cent above December's 221.4 and 2.9 per cent above 1955's January index of 215.7. Six of the eight component groups moved to higher levels and two receded.

Non-metallic minerals and their products rose 1.1 per cent from December to 178.7. Non-ferrous metals advanced 0.8 per cent to 202.2 when increases in lead, aluminum and its products, zinc and its products, and solder outweighed small decreases in gold, tin and silver. Wood, wood products and paper rose 0.7 per cent to 305.8. Increases in iron and steel scrap, iron forgings, galvanized sheets, and hardware moved iron and its products up 0.6 per cent from 230.7. Fibres, textiles and textile products advanced 0.4 per cent to 227.8; chemicals and allied products rose 0.1 per cent to 178.3.

*See Tables F-1 and F-2 at back of book.

*On base June 1951=100.

CONSUMER PRICE INDEX FROM JANUARY 1951



Animal products declined 0.9 per cent to 218.9 as a substantial decrease in eggs accompanied by lesser decreases in live-stock, cured and fresh meats, and lard and tallow overbalanced increases in fowl, hides and skins, leather, fishery products, and boots and shoes. Vegetable products dropped 0.1 per cent to 192.8, decreases in raw rubber, fresh imported fruits, cocoa and its products, and canned vegetables only fractionally offsetting increases in potatoes, grains, vegetable oils, raw sugar, onions, hay, and milled cereal foods.

Canadian farm product prices receded between December and January. The composite index declined 0.2 per cent from 197.1 to 196.7 as a result of weakness for animal products, for which the index moved down 1.7 per cent from 239.0 to 235.0 because of sharply lower egg prices and lesser declines for steers and hogs, only partially offset by increases for calves, lambs, raw wool, eastern poultry and cheese milk.

In field products, the index advanced 2.1 per cent from 155.2 to 158.4 as a result of considerably higher prices for potatoes, particularly at eastern markets, coupled with smaller increases for wheat, hay, western rye and Ontario corn.

Residential building material prices increased between December and January; the index rose 0.7 per cent from 287.5 to 289.6, reflecting advances for glass

coupled with items in plumbing and heating equipment, structural lumber, roofing material, lath, plaster and insulating and electrical equipment.

Non-residential building material prices—the index (1949=100) moved up from 126.0 to 126.7, a gain of 0.6 per cent. Higher prices were reported for boilers, most roofing materials, fir descriptions, crushed stone (seasonal), building stone, window glass, linseed oil, metallic sheet and asphalt tile. Prices were slightly lower for a number of spruce and jack pine series.

U.S. Consumer Price Index, January 1956

The United States consumer price index (1947-49=100) declined 0.1 per cent from mid-December to mid-January, according to the U.S. Bureau of Labor Statistics, receding from 114.7 to 114.6. The January figure was 0.3 per cent higher than a year earlier.

The current decline was the second in a row from mid-November's 115.0, last year's high point.

U.K. Index of Retail Prices, November 1955

The United Kingdom index of retail prices (Jan. 1952=100), compiled by the Ministry of Labour, rose sharply from 114.4 in mid-October to 116.2 in mid-November, bringing it to the year's highest point. One year earlier (November 1954) the index registered 109.2.

Publications Recently Received

in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 91.

Automation

1. COUNCIL FOR TECHNOLOGICAL ADVANCEMENT, CHICAGO. *Automation and Job Trends*. Chicago, 1955. Pp. 24.

This pamphlet states that "automation will help create and save more jobs, companies and industries than it will eliminate. Where automation is necessary or competitively advantageous it may be the best form of job security."

2. NEW YORK (STATE). Department of Commerce. *Minutes of Conference, Automation and Industrial Development, Hotel Syracuse, Syracuse, New York, May 12, 1954*. Albany, 1954? Pp. 133.

Partial Contents.—What is Automation? by Kenneth R. Geiser.—The Business Problems of Using Automation, by John Diebold.—The Economics of Automation, by Professor H. W. Martin.—Automation in the Office, by Howard T. Engstrom.—Automation in the Plant, by H. A. Franke.—The Worker and Automation, by Carroll W. Boyce.

Collective Bargaining

3. GOLDEN, CLINTON STRONG, ed. *Causes of Industrial Peace under Collective Bargaining*. Edited by Clinton S. Golden and Virginia D. Parker for the CIP Committee of the National Planning Association. New York, Harper, 1955. Pp. 369.

This book is a condensation and evaluation of the 14 case studies in the series of reports on Causes of Industrial Peace under Collective Bargaining published by the National Planning Association between 1948 and 1953.

4. HUTT, WILLIAM HAROLD. *The Theory of Collective Bargaining; a History, Analysis, and Criticism of the Principal Theories which have sought to explain the Effects of Trade Unions and Employers'*

Association upon the Distribution of the Product of Industry. With a preface by Ludwig von Mises. Glencoe, Ill., Free Press, c1954. Pp. 150.

The author believes that the function of collective bargaining should be to negotiate about things like hours of labour and conditions of work. He thinks that the rate of wages should be determined, outside of collective bargaining, in the free market.

Economic Conditions

5. HAZLEWOOD, ARTHUR, comp. *The Economics of "Underdeveloped" Areas; an Annotated Reading List of Books, Articles, and Official Publications*. London, Published for the Institute of Colonial Studies by Oxford University Press, 1954. Pp. 89.

6. U.S. CONGRESS. JOINT COMMITTEE ON THE ECONOMIC REPORT. *1955 Historical and Descriptive Supplement to Economic Indicators*. Prepared for the Joint Committee on the Economic Report by the Committee Staff and the Office of Statistical Standards, Bureau of the Budget. Washington, G.P.O., 1955. Pp. 70.

1955 Supplement to Committee's Monthly Periodical "containing both historical tables of the various indicators now published and a description of the derivation, limitations and uses of each indicator".

Employment Management

7. BEST, J. C. *Communication in Industry*. Ottawa, Department of Labour, 1955. Pp. 4.

Canada at work broadcast No. 579.

8. HALSEY, GEORGE D. *Selecting and developing First-Line Supervisors*. New York, Harper, c1955. Pp. 203.

"This book has to do primarily with the selection and development of first-line supervisors—foremen in shops, assistant buyers and section managers in stores, section heads in offices."

9. RYAN AERONAUTICAL COMPANY, SAN DIEGO, Cal. *Ryan Work Simplification Program*. San Diego, 1954. 1 Volume (unpaged).

Health, Public

10. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. RESEARCH DIVISION. *Tuberculosis Services in Canada*. Ottawa, Queen's Printer, 1955. Pp. 65.

11. DONEY, HARVEY. *The Early Handling of Spinal Injuries*. Ottawa, Department of Labour, 1955. Pp. 4.

Canada at work broadcast No. 580.

12. MURCHISON, C. A. L. *Employment of the Handicapped*. Ottawa, Department of Labour, 1955. Pp. 3.

Canada at work broadcast No. 578.

Industry

13. U.S. BUREAU OF LABOR STATISTICS. *Capital Requirements and Operating Ratios, the Agricultural Machinery Industry, 1950 and 1951*. Prepared for the Foreign Operations Administration, Industrial and Technical Assistance Division by the University of Pennsylvania, Wharton School of Finance and Commerce, Industrial Research Department in cooperation with . . . Bureau of Labor Statistics. Washington, G.P.O., 1954. Pp. 47.

A study of capital requirements, sales, profit, etc., in the agricultural machinery industry.

14. U.S. BUREAU OF LABOR STATISTICS. *Capital Requirements and Operating Ratios, the Electric Motor Industry*. Prepared for the Foreign Operations Administration, Industrial and Technical Assistance Division by the University of Pennsylvania, Wharton School of Finance and Commerce, Industrial Research Department in cooperation with the . . . Bureau of Labor Statistics. Washington, 1954. Pp. 37.

This report provides information on capital use, costs and profits in the U.S. electric motor industry.

15. U.S. BUREAU OF LABOR STATISTICS. *Capital Requirements and Operating Ratios, the Paper-board Industry, 1949 and 1950*. Prepared for Mutual Security Agency, Productivity and Technical Assistance Division and . . . Bureau of Labor Statistics by The University of Pennsylvania, Wharton School of Finance and Commerce, Industrial Research Department. Washington, 1953. Pp. 47.

This report provides information on capital use, costs and profits in the paper-board industry in U.S.

16. U.S. BUREAU OF LABOR STATISTICS. *Capital Requirements and Operating Ratios, the Work Clothing Industry, 1950-51*. Prepared for the Foreign Operations Administration, Productivity and Technical Assistance Division and . . . Bureau of Labor Statistics by the University of Pennsylvania, Wharton School of Finance and

Commerce, Industrial Research Department. Washington, 1953. Pp. 42.

A study of the U.S. work clothing industry whose major products are overalls and dungarees, work shirts, and work pants.

17. U.S. BUREAU OF LABOR STATISTICS. *Plant Operation Report for the Manufacture of Fish Netting*. Prepared for the Foreign Operations Administration, Office of Industrial Resources. Washington, 1955. Pp. 28.

This report describes one plant which makes fish netting.

18. U.S. BUREAU OF LABOR STATISTICS. *Plant Operation Report for the Manufacture of Plows*. Prepared for the Foreign Operations Administration, Industrial and Technical Assistance Division. Washington, G.P.O., 1954. Pp. 66.

"This report is a case study of the production of metal walking plows in one plant. These plows are called 'walking plows' because the farmer walks behind them as they are pulled by one or more draft animals. Their simple, strong, and durable construction makes them an ideal item for manufacture in an industrially underdeveloped country . . . A basic knowledge of simple foundry technology is necessary and much of this report is concerned with that subject matter." Cf. Foreword.

19. U.S. BUREAU OF LABOR STATISTICS. *Plant Operation Report for the Manufacture of Rubber Sole Fabric Shoes*. Prepared for the Foreign Operations Administration, Office of Industrial Resources. Washington, 1955. Pp. 28.

"This plant operation report is based on a hypothetical, small, efficiently operated plant making rubber sole fabric shoes . . . A hypothetical, small plant is described . . . because rubber sole fabric shoes are manufactured in the U.S. only in relatively large establishments which make a variety of products . . . The data on operations, equipment, material requirements, capital ratios, and other pertinent details are based on actual performance and experience," Cf. Foreword.

Insurance, Unemployment

20. MURCHISON, C. A. L. *The New Unemployment Insurance Act*. Ottawa, Department of Labour, 1955. Pp. 3.

Canada at work broadcast No. 582.

21. MURCHISON, C. A. L. *The New Unemployment Insurance Regulations*, by C. A. L. Murchison and G. G. Blackburn. Ottawa, Department of Labour, 1955. Pp. 4.

Canada at work broadcast No. 583.

Labour Laws and Legislation

22. BONNEFOY, GASTON. *Le Certificat de Travail*. Paris, Droit Nouveau, 1952. Pp. 15.

The French Labour Code contains a clause which specifies that when a worker leaves a job he may get from his former employer a certificate which contains the date when he started employment, the date he left and the work he was doing. This pamphlet explains the legal aspects of the certificate.

23. GRUNEBaum-BALLIN, P. *Les Conflits Collectifs du Travail et leur Règlement dans le Monde Contemporain: Grèves, Procédures de Conciliation et d'Arbitrage*, par P. Grunebaum-Ballin et Renée Petit, avec la Collaboration de Juristes Français et Etrangers. Paris, Recueil Sirey, 1954. Pp. 324.

Published under the auspices of the *Centre Français de Droit Comparé* and the *Centre National de la Recherche Scientifique*.

A survey of labor legislation regarding strikes and arbitration in more than 60 countries.

24. LECHT, LEONARD ABE. *Experience under Railway Labor Legislation*. New York, Columbia University Press, 1955. Pp. 254.

25. U.S. NATIONAL MEDIATION BOARD. *Twenty Years under the Railway Labor Act, amended and the National Mediation Board, 1934-1954*. Washington, G.P.O., 1955. Pp. 109.

"The primary purpose of this publication is to meet a demand for general information respecting the Railway Labor Act and the organization and function of and procedure before, the National Mediation Board." Cf. Preface.

Labour Organization

26. CLEGG, HUGH ARMSTRONG. *General Union; a Study of the National Union of General and Municipal Workers*. Oxford, Blackwell, 1954. Pp. 358.

The N.U.G.M.W. is one of the two great British general unions and the second largest British union. This book describes the structure and administration of the union; its work in negotiations with employers in five selected industries; and its relations with other unions, with the Trades Union Congress, and with the Labour Party.

27. MOHORYNSKI, PIOTR. *Essai sur l'Evolution du Syndicalisme depuis 1918 sous l'Aspect de la Collaboration entre le Capital et le Travail*. Paris, Recueil Sirey; Lucerne, Editions Joseph Stocker, 1952. Pp. 199.

A survey of labour organization in France, Great Britain, U.S.A. and Switzerland to show its influence on political, economic and social life since 1918.

28. U.S. BUREAU OF LABOR STATISTICS. *Union Conventions, 1955; National and International Unions, and AFL and CIO State Labor Organizations*. Washington, 1955. Pp. 9.

Labour Supply

29. DE WITT, NICHOLAS. *Soviet Professional Manpower, its Education, Training, and Supply*. Washington, National Science Foundation, 1955. Pp. 400.

"The aim of this study was to investigate the availability and growth of the specialized manpower resources of the U.S.S.R. in so far as they might be judged from the Soviet educational effort during the past 25 years." Cf. Preface.

30. U.S. DEPARTMENT OF LABOR. *The Skilled Work Force of the United States*. Washington, G.P.O., 1955. Pp. 28.

This pamphlet contains charts and a text. Its purpose is to show the part the skilled worker plays in the American economy.

Merchant Marine

31. BEHRENS, C. B. A. *Merchant Shipping and the Demands of War*. London, H.M.S.O.; Longmans, Green, 1955. Pp. 494.

This book "...is only concerned with one set of problems: with the tasks which the British-controlled fleet of merchant ships had to fulfil, with the extent to which it did in fact fulfil them, and with the principal problems to which the attempt to fulfil them gave rise." Cf. Foreword.

32. U.S. CONGRESS. HOUSE. COMMITTEE ON MERCHANT MARINE AND FISHERIES. *Labor-Management Problems of the American Merchant Marine*. Hearings before the Committee on Merchant Marine and Fisheries, House of Representatives, Eighty-Fourth Congress, First Session, H.R. 5734, a Bill to amend Section 301 (a) of the Merchant Marine Act, 1936, as amended ... Washington, G.P.O., 1955. Pp. 1048.

H.R. 5734 is a bill which amends Section 301 (a) of Merchant Marine Act, 1936, as amended to authorize the Maritime Commission to investigate employment and wage conditions in oceangoing shipping and "to set minimum and maximum manning scales and minimum and maximum wage scales, and minimum and maximum working conditions for all officers and crews employed on all types of vessels receiving an operating-differential subsidy."

Occupations

33. PARMENTER, MORGAN D. *Suggestions to the Teacher of Occupations*. 1953 ed. Toronto, The Guidance Centre, Ontario College of Education, 1953. Pp. 20.

34. TORONTO, UNIVERSITY, GUIDANCE CENTRE. *Exploring Occupations*. Rev. ed. Toronto, 1955. Pp. 72.

This pamphlet was prepared to give advice on occupations to high school students.

Pensions

35. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Industrial Pension Plans in Canada. Four Studies: Contribution and Benefit Formulas; Types of Retirement Policies; Vesting Provisions; Number of Workers covered*. Ottawa, Queen's Printer, 1955. Pp. 23.

This is a reprint of articles that originally appeared in the April 1954, Sept. 1954, Jan. 1955 and July 1955 issues of the *LABOUR GAZETTE*.

36. PENNSYLVANIA. GENERAL ASSEMBLY. JOINT STATE GOVERNMENT COMMISSION. *Selected Employee Benefit Plans, a Source Book; a Report to the General Assembly of the Commonwealth of Pennsylvania*, session of 1955. Harrisburg, 1955. Pp. 144.

The Joint State Government Commission studied and investigated public and private pensions, pension funds, pension plans, temporary nonoccupational disability plans and medical expense plans.

Productivity

37. U.S. BUREAU OF LABOR STATISTICS. *Case Study Data on Productivity and Factory Performance, Aluminum Ware*. Prepared for the Foreign Operations Administration, Industrial and Technical Assistance Division. Washington, G.P.O., 1954. Pp. 63.

Productivity in the aluminum ware industry is attained by "assembly line techniques, special purpose automatic equipment, standardization of products, and well-planned production schedules".

38. U.S. BUREAU OF LABOR STATISTICS. *Case Study Data on Productivity and Factory Performance, Brick and Tile (by the Stiff Mud Process)*. Prepared for the Foreign Operations Administration, Industrial and Technical Assistance Division. Washington, G.P.O., 1953. Pp. 85.

A study of brick and tile as produced in 18 plants in the U.S. The plants perform all the operations in the manufacturing process from mining the clay and shale to shipping the completed product.

39. U.S. BUREAU OF LABOR STATISTICS. *Case Study Data on Productivity and Factory Performance, Centrifugal Pumps*.

Prepared for the Foreign Operations Administration, Industrial and Technical Assistance Division. Washington, G.P.O., 1954.

"The manufacture of one type of centrifugal pump—the double-section pump—in four U.S. factories is described in this report."

40. U.S. BUREAU OF LABOR STATISTICS. *Case Study Data on Productivity and Factory Performance, Coal-Burning Space Heaters*. Prepared for the Foreign Operations Administration, Office of Industrial Resources. Washington, G.P.O., 1955. Pp. 110.

A study of high productivity levels attained in five plants in the southeastern U.S.

41. U.S. BUREAU OF LABOR STATISTICS. *Case Study Data on Productivity and Factory Performance, Copper Tube and Brass Rod*. Prepared for the Foreign Operations Administration, Office of Industrial Resources. Washington, G.P.O., 1955. Pp. 110.

A study of productivity in a highly mechanized industry. The report shows that high productivity is attained by means of a steady flow of work through the mill.

42. U.S. BUREAU OF LABOR STATISTICS. *Case Study Data on Productivity and Factory Performance, Cotton Textile Dyeing and Finishing*. Prepared for the Foreign Operations Administration, Industrial and Technical Assistance Division. Washington, G.P.O., 1954. Pp. 151.

A study of seven dyeing and finishing plants.

43. U.S. BUREAU OF LABOR STATISTICS. *Case Study Data on Productivity and Factory Performance, Diesel Engines*. Prepared for the Foreign Operations Administration, Office of Industrial Resources. Washington, G.P.O., 1955. Pp. 177.

A study of five plants manufacturing diesel engines.

44. U.S. BUREAU OF LABOR STATISTICS. *Case Study Data on Productivity and Factory Performance, Farm Implements, Harrows, Cultivators, Plows, and Mowers*. Prepared for the Foreign Operations Administration, Industrial and Technical Assistance Division. Washington, G.P.O., 1954. Pp. 251.

The report shows that specialization in manpower and machinery are among the factors which contribute to the high productivity of the farm equipment industry in the U.S.

45. U.S. BUREAU OF LABOR STATISTICS. *Case Study Data on Productivity and Factory Performance, 5-Horsepower, Induction Motors*. Prepared for the Foreign Operations Administration, Industrial and Technical Assistance Division. Washington, G.P.O., 1954. Pp. 142.

"This report discusses manufacturing operations for 5-horsepower, induction motors of squirrel-cage design, made in 5 selected plants."

46. U.S. BUREAU OF LABOR STATISTICS. *Case Study Data on Productivity and Factory Performance, Five Small Gray Iron Foundries*. Prepared for the Foreign Operations Administration, Office of Industrial Resources. Washington, G.P.O., 1955. Pp. 188.

"This report contains case study data on productivity and factory performance for five gray iron foundries in the U.S."

47. U.S. BUREAU OF LABOR STATISTICS. *Case Study Data on Productivity and Factory Performance, Fork Lift Trucks*. Prepared for the Foreign Operations Administration, Industrial and Technical Assistance Division. Washington, G.P.O., 1954. Pp. 120.

This study shows that productivity in the plants manufacturing fork lift trucks is attained by standardization of products and processes, the use of efficient production contract methods and other factors.

48. U.S. BUREAU OF LABOR STATISTICS. *Case Study Data on Productivity and Factory Performance, Fractional Horsepower Motors, based on Reports submitted by Six Selected Plants*. Prepared for Mutual Security Agency, Productivity and Technical Assistance Division. Washington, G.P.O., 1953. Pp. 170.

This report describes how high productivity is achieved by standardization of certain operations, greater labor efficiency, and assembly line techniques.

49. U.S. BUREAU OF LABOR STATISTICS. *Case Study Data on Productivity and Factory Performance, Hand Tools*. Prepared for the Foreign Operations Administration Industrial and Technical Assistance Division. Washington, G.P.O., 1955. Pp. 106.

A study of the manufacture of the machinist's flat file, monkey wrench and expansive bit. High productivity is achieved by highly specialized cutting machinery, good production planning and incentive wage payments.

50. U.S. BUREAU OF LABOR STATISTICS. *Case Study Data on Productivity and Factory Performance, Knit Outerwear*.

Prepared for the Foreign Operations Administration, Productivity and Technical Assistance Division. Washington, G.P.O., 1953. Pp. 85.

Productivity in the knit outerwear industry is achieved by job specialization, the maximum use of machines, the incentive pay system and some other factors.

51. U.S. BUREAU OF LABOR STATISTICS. *Case Study Data on Productivity and Factory Performance, Knit Underwear*. Prepared for the Foreign Operations Administration, Productivity and Technical Assistance Division. Washington, G.P.O., 1953. Pp. 142.

This report describes how productivity in the knit underwear plant is achieved by means of special purpose equipment, mechanized materials handling and by efficient plant layout.

52. U.S. BUREAU OF LABOR STATISTICS. *Case Study Data on Productivity and Factory Performance, Paint and Varnish*. Prepared for the Foreign Operations Administration, Office of Industrial Resources. Washington, G.P.O., 1955. Pp. 90.

A study of six paint and varnish plants.

53. U.S. BUREAU OF LABOR STATISTICS. *Case Study Data on Productivity and Factory Performance, 3-Pole Circuit Breakers, Circuit Interrupters, and Safety Switches*. Prepared for the Foreign Operations Administration, Industrial and Technical Assistance Division. Washington, G.P.O., 1954. Pp. 84.

A study of productivity in four firms manufacturing electrical equipment.

54. U.S. BUREAU OF LABOR STATISTICS. *Case Study Data on Productivity and Factory Performance, Wood Furniture*. Prepared for the Foreign Operations Administration, Office of Industrial Resources. Washington, G.P.O., 1954. Pp. 157.

The wood furniture industry in the U.S. is highly mechanized. Special-purpose machinery, extensive use of conveyor belts and ready acceptance of up-to-date methods help create high productivity.

Unemployment

55. CANADA. DEPARTMENT OF LABOUR. *Community Planning and Winter Employment*. Ottawa, 1955. Pp. 3.

Canada at work broadcast No. 585.

56. LEGGETT, ROBERT FERGUSON. *Modern Techniques in Winter Construction*. Ottawa, Department of Labour, 1955. Pp. 3.

Canada at work broadcast No. 586.

57. TEMPLE, J. W. *Planning to increase Winter Employment*. Ottawa, Department of Labour, 1955. Pp. 3.

Canada at work broadcast No. 584.

Miscellaneous

58. ANDERSON, GORDON. *Accident Prevention*. Ottawa, Department of Labour, 1955. Pp. 4.

Canada at work broadcast No. 581.

59. BEST, J. C. *Joint Consultation in Industry*. Ottawa, Department of Labour, 1955. Pp. 4.

Canada at work broadcast No. 577.

60. BLACKBURN, GEORGE G. *The Problem of the Older Worker*. Ottawa, Dept. of Labour, 1955. Pp. 4.

Canada at work broadcast No. 588.

61. CAMPBELL, GEORGE ARCHIBALD. *The Civil Service in Britain. A Detailed Explanation of the System of the Civil Service and of the Way in which the Administrative Work of the Government is divided among its Departments*. Harmondsworth, Eng., Penguin Books, 1955. Pp. 383.

"The purpose of this book is to explain what the British Civil Service does, and how the administrative and executive work of the Government is divided among the principal Departments."

62. EDITORIAL RESEARCH REPORTS. *Joint Fund Raising*, by Helen B. Shaffer. Washington, 1955. Pp. 693-709.

A discussion of public fund raising for philanthropic purposes in the U.S.A.

63. GREAT BRITAIN. PRIVY COUNCIL. JUDICIAL COMMITTEE. *Decisions of the Privy Council relating to the British North America Act, 1867 and the Canadian Constitution, 1867-1954*, arranged by Richard A. Olmsted, of the Department of Justice. Ottawa, Queen's Printer, 1954. 3 volumes.

Title on spine of book: Canadian constitutional decisions of the Judicial Committee.

64. HILDEBRANDT, RAINER. *The Explosion; the Uprising behind the Iron Curtain*. Translated by E. B. Ashton. New York, Duell, Sloan and Pearce; Boston, Little Brown, 1955. Pp. 198.

A day-by-day account of the Uprising in East Berlin in June 1953. The author interviewed many of the participants afterwards.

65. LANGENFELT, GOSTA. *The Historic Origin of the Eight Hours Day; Studies in English Traditionalism*. Stockholm, Almqvist & Wicksell, 1954. Pp. 151.

Robert Owen was the first to suggest an eight-hour working day. The author states that there is a tradition that Alfred the Great had divided the day into three eight-hour parts: eight hours for work, eight hours for recreation and eight hours for prayers. The author seeks to prove that there is a connection between Labour's demand and the tradition attributed to Alfred the Great.

66. PHILPOTT, PERCY J. *The Corps of Commissionaires*. Ottawa, Dept. of Labour, 1955. Pp. 4.

Canada at work broadcast No. 587.

67. RAY, JESSE EDGAR. *The Art of Brick-laying*. Peoria, Ill., Bennett, 1950. Pp. 240.

A book for the apprentice or the amateur bricklayer.

68. STEWART, MARGARET. *International Labour Organization*. Geneva, International Labour Office, 1955. Pp. 20.

69. TORONTO. UNIVERSITY. COMMERCE CLUB. *The Commerce Journal*, 1955. Toronto, 1955. Pp. 68.

Partial Contents.—The Government's Role in promoting Fair Labour Standards, by Solomon Barkin.—Executive Compensation, by R. O. Morse.—The Limits of Personnel Appraisal Technique, by Olaf Sorensen.—Some Problems in Collective Bargaining, by Jack Nesbitt.

70. U.S. BUREAU OF LABOR STATISTICS. *Work Stoppages, Bituminous-Coal Mining Industry, 1927-54*. Washington, 1955. Pp. 18.

An analysis of the causes of strikes in the bituminous-coal mining industry.

The number of coal-burning steam locomotives in service on Canada's railways was down to 2,871 at the end of 1954 from 3,553 at the end of 1951, the Dominion Bureau of Statistics has reported. Oil-burning steam locomotives increased to 715 from 555 and diesel electric units ("A" and "B" units combined) to 1,152 from 574.

Labour Statistics

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED DECEMBER 10, 1955

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,588	104	423	1,593	2,043	968	457
Agricultural.....	720	*	42	146	216	289	25
Non-Agricultural.....	4,868	102	381	1,447	1,827	679	432
Males.....	4,278	84	332	1,237	1,510	766	349
Agricultural.....	693	*	42	144	202	280	23
Non-Agricultural.....	3,585	82	290	1,093	1,308	486	326
Females.....	1,310	20	91	356	533	202	108
Agricultural.....	27	*	*	*	14	*	*
Non-Agricultural.....	1,283	20	91	354	519	193	106
All ages.....	5,588	104	423	1,593	2,043	968	457
14—19 years.....	524	13	41	192	167	82	29
20—24 years.....	723	18	55	236	240	126	48
25—44 years.....	2,613	49	189	730	967	455	223
45—64 years.....	1,518	22	119	385	585	267	140
65 years and over.....	210	*	19	50	84	38	17
<i>Persons with Jobs</i>							
All status groups.....	5,388	101	394	1,517	1,994	938	444
Males.....	4,103	82	307	1,170	1,466	739	339
Females.....	1,285	19	87	347	528	199	105
Agricultural.....	713	*	41	145	215	286	24
Non-Agricultural.....	4,675	99	353	1,372	1,779	652	420
Paid Workers.....	4,230	85	304	1,236	1,648	580	377
Males.....	3,050	67	226	912	1,159	405	281
Females.....	1,180	18	78	324	489	175	96
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	200	*	29	76	49	30	13
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,022	151	449	1,406	1,625	931	460
Males.....	1,004	48	95	241	304	208	108
Females.....	4,018	103	354	1,165	1,321	723	352

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended Dec. 10, 1955		Week Ended Nov. 19, 1955		Week Ended Dec. 11, 1954	
	Total	Seeking Full-Time Work (1)	Total	Seeking Full-Time Work (1)	Total	Seeking Full-Time Work (1)
Total looking for work.....	218	202	177	166	270	259
Without Jobs.....	200	185	162	153	248	239
Under 1 month.....	86	—	66	—	85	—
1—3 months.....	81	—	65	—	105	—
4—6 months.....	17	—	13	—	33	—
7—12 months.....	*	—	11	—	17	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	18	17	15	13	22	20
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	11	10	10	*	16	14

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, (including Govern- ment)	Supple- mentary Labour Income	Total
*1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	303	63	233	199	32	906
1953—Average.....	72	329	70	252	218	35	976
1954—Average.....	72	323	68	261	239	36	999
1954—November.....	81	321	77	269	253	36	1,037
December.....	78	325	71	269	253	36	1,032
1955—January.....	71	318	60	257	250	35	991
February.....	68	327	57	257	252	35	996
March.....	59	330	56	259	257	36	997
April.....	59	336	63	266	253	36	1,013
May.....	69	340	72	273	258	37	1,049
June.....	77	346	86	279	265	38	1,091
July.....	80	346	86	283	260	38	1,093
August.....	81	353	92	282	261	39	1,108
September.....	81	355	93	285	273	39	1,126
October.....	82	358	99	289	271	40	1,139
November.....	83	357	89	290	274	40	1,133

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At December 1, employers in the principal non-agricultural industries reported a total employment of 2,665,333.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1951—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1952—Jan. 1.....	109.4	128.0	117.4	50.42	104.4	123.2	117.9	51.82
Feb. 1.....	107.4	132.7	123.8	53.19	105.3	132.6	125.9	55.35
Mar. 1.....	107.6	134.7	125.6	53.95	106.5	135.0	126.7	55.72
Apr. 1.....	107.5	135.5	126.4	54.32	107.0	137.7	128.6	56.55
May 1.....	107.2	135.2	126.5	54.34	107.3	138.1	128.6	56.55
June 1.....	110.3	138.4	125.9	54.08	108.5	138.6	127.6	56.09
July 1.....	112.1	140.4	125.6	53.96	108.8	138.6	127.2	55.95
Aug. 1.....	114.1	142.7	125.4	53.89	110.3	139.9	126.7	55.70
Sept. 1.....	115.2	145.8	127.0	54.55	112.8	144.7	128.2	56.35
Oct. 1.....	116.4	148.9	128.3	55.12	114.2	148.3	129.8	57.09
Nov. 1.....	116.2	150.1	129.5	55.65	113.6	149.1	131.1	57.65
Dec. 1.....	116.1	151.3	130.6	56.12	113.5	151.0	133.0	58.46
1953—Jan. 1.....	113.0	141.6	125.3	53.81	111.4	139.1	124.9	54.92
Feb. 1.....	110.3	145.6	132.0	56.72	111.9	149.7	133.8	58.82
Mar. 1.....	110.0	147.0	133.6	57.40	112.7	151.9	134.8	59.25
Apr. 1.....	110.0	146.7	133.4	57.33	112.9	152.6	135.2	59.43
May 1.....	110.9	148.2	133.9	57.52	113.1	152.9	135.2	59.43
June 1.....	112.4	151.5	134.4	57.72	113.4	154.0	135.2	59.43
July 1.....	114.9	154.5	134.0	57.57	114.7	155.0	134.5	59.16
Aug. 1.....	115.6	155.3	133.9	57.52	114.4	153.9	134.0	58.93
Sept. 1.....	116.6	157.0	134.1	57.61	115.6	155.4	133.8	58.83
Oct. 1.....	116.9	158.7	135.3	58.11	115.2	157.1	135.8	59.69
Nov. 1.....	115.9	157.4	135.3	58.14	113.1	155.0	136.4	59.98
Dec. 1.....	114.1	154.9	135.3	58.13	110.9	152.8	137.1	60.29
1954—Jan. 1.....	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1.....	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1.....	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1.....	105.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1.....	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1.....	109.0	148.9	138.0	58.42	107.7	149.0	137.7	60.54
July 1.....	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1.....	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1.....	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1.....	113.4	157.1	137.9	59.25	108.1	151.8	139.6	61.39
Nov. 1.....	112.5	157.2	139.2	59.78	106.3	150.5	140.8	61.89
Dec. 1.....	112.1	156.2	138.7	59.59	105.4	149.7	141.2	62.07
1955—Jan. 1.....	109.1	149.2	136.1	58.49	103.2	143.5	138.3	60.80
Feb. 1.....	105.8	148.8	140.0	60.15	103.6	148.2	142.2	62.53
Mar. 1.....	105.6	150.3	141.7	60.86	105.7	152.5	143.5	63.11
Apr. 1.....	105.7	150.0	141.2	60.68	106.5	154.2	143.9	63.28
May 1.....	107.4	153.1	141.9	60.96	107.3	156.6	145.1	63.81
June 1.....	111.7	158.8	141.4	60.76	109.3	158.9	144.5	63.54
July 1.....	115.3	164.1	141.7	60.87	111.6	161.5	143.9	63.28
Aug. 1.....	116.1	166.0	142.3	61.13	111.4	161.0	143.7	63.18
Sept. 1.....	118.3	169.0	142.2	61.11	114.0	164.9	143.8	63.24
Oct. 1.....	118.5	170.4	143.1	61.49	113.4	166.2	145.6	64.04
Nov. 1.....	118.2	171.4	144.3	61.97	112.8	166.5	146.8	64.54
Dec. 1.....	117.8	170.7	144.3	61.99	112.3	166.3	147.2	64.74

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949= 100)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Dec. 1 1955	Nov. 1 1955	Dec. 1 1954	Dec. 1 1955	Nov. 1 1955	Dec. 1 1954
(a) Provinces						
Newfoundland.....	141.2	147.9	136.4	55.11	54.98	54.66
Prince Edward Island.....	122.1	129.9	117.8	45.39	44.56	43.92
Nova Scotia.....	100.7	99.1	98.5	50.88	50.96	49.56
New Brunswick.....	109.7	109.6	101.9	51.55	51.95	50.83
Quebec.....	119.5	119.4	113.7	59.94	59.50	57.24
Ontario.....	117.1	117.1	110.8	64.49	64.43	61.87
Manitoba.....	107.2	109.1	107.6	58.62	59.20	56.97
Saskatchewan.....	121.5	124.2	123.5	58.71	58.70	57.20
Alberta (including Northwest Territories).....	137.1	140.0	133.7	63.74	64.60	61.61
British Columbia (including Yukon).....	116.8	119.2	107.1	67.03	67.55	64.97
Canada.....	117.8	118.2	112.1	61.99	61.97	59.59
(b) Metropolitan Areas						
St. John's.....	125.2	127.6	120.4	45.08	45.64	45.21
Sydney.....	89.6	89.7	92.7	63.29	62.95	59.81
Halifax.....	117.2	113.6	114.4	49.55	49.45	47.48
Saint John.....	96.1	98.3	95.4	48.82	47.91	47.66
Quebec.....	112.1	112.3	111.7	52.02	52.01	49.72
Sherbrooke.....	106.3	106.4	104.3	52.94	52.57	49.41
Three Rivers.....	111.5	112.0	102.7	59.24	58.66	55.70
Drummondville.....	79.0	78.5	73.3	54.30	54.46	53.58
Montreal.....	118.5	117.7	112.4	61.03	60.93	58.10
Ottawa-Hull.....	117.7	117.5	113.1	57.13	57.51	54.44
Peterborough.....	96.4	96.4	93.9	65.50	65.87	62.75
Oshawa.....	80.9	79.5	139.2	66.64	67.50	68.64
Niagara Falls.....	124.3	127.5	125.0	68.46	68.07	66.36
St. Catharines.....	104.7	106.2	113.1	72.22	71.86	69.07
Toronto.....	126.1	124.6	121.5	65.24	65.50	62.86
Hamilton.....	111.6	111.0	102.4	67.21	67.56	63.32
Brantford.....	88.1	87.4	81.4	60.34	60.85	58.58
Galt.....	104.3	103.8	95.5	56.97	57.08	54.56
Kitchener.....	110.6	110.6	103.4	59.60	60.48	57.36
Sudbury.....	132.9	133.1	132.6	76.80	76.90	72.84
London.....	113.1	113.6	110.4	58.90	59.18	57.70
Samia.....	126.0	127.5	114.5	75.08	76.36	74.44
Windsor.....	110.2	109.7	77.4	72.04	70.07	69.55
Sault Ste. Marie.....	121.2	121.0	98.4	76.90	71.70	67.80
Ft. William-Ft. Arthur.....	114.2	113.7	108.3	64.95	64.06	61.22
Winnipeg.....	106.7	108.4	106.9	55.68	56.54	54.24
Regina.....	118.5	118.6	124.0	55.60	56.60	53.22
Saskatoon.....	122.3	124.8	122.3	54.42	55.82	54.33
Edmonton.....	161.6	166.8	155.2	59.17	60.91	59.52
Calgary.....	144.6	147.6	139.6	60.45	60.90	58.93
Vancouver.....	112.3	112.1	104.0	64.76	64.77	62.06
Victoria.....	118.2	119.3	113.4	60.94	60.53	57.89

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Dec. 1 1955	Nov. 1 1955	Dec. 1 1954	Dec. 1 1955	Nov. 1 1955	Dec. 1 1954
Mining	116.6	116.6	112.7	76.20	75.92	72.73
Metal mining.....	120.7	120.6	114.1	78.61	78.52	75.76
Gold.....	78.9	79.8	82.3	69.33	69.77	68.84
Other metal.....	159.7	158.5	143.7	82.89	82.64	79.46
Fuels.....	106.1	103.5	105.4	74.77	74.50	70.32
Coal.....	70.3	68.3	77.1	64.69	64.13	61.28
Oil and natural gas.....	223.6	218.8	198.9	85.18	85.15	81.89
Non-metal.....	130.8	139.4	129.4	69.67	68.94	66.77
Manufacturing	112.3	112.8	105.4	64.74	64.54	62.07
Food and beverages.....	109.2	113.8	108.5	56.90	56.12	54.97
Meat products.....	124.6	122.4	118.6	66.31	66.79	65.55
Canned and preserved fruits and vegetables.....	101.4	132.5	105.5	45.94	42.62	42.95
Grain mill products.....	104.5	105.8	106.3	62.21	62.92	59.59
Bread and other bakery products.....	109.3	109.0	105.4	54.69	54.50	52.46
Biscuits and crackers.....	91.3	97.5	94.0	47.88	47.87	45.73
Distilled and malt liquors.....	116.1	113.7	113.9	72.28	70.67	68.22
Tobacco and tobacco products.....	97.3	81.4	93.7	57.77	61.63	56.30
Rubber products.....	114.6	115.8	103.3	66.07	66.99	63.51
Leather products.....	89.1	88.5	85.4	45.41	44.62	42.17
Boots and shoes (except rubber).....	91.2	89.9	87.2	43.11	42.03	39.28
Textile products (except clothing).....	88.1	87.9	81.7	53.19	52.97	50.81
Cotton yarn and broad woven goods.....	88.9	88.5	80.5	51.04	50.54	47.10
Woolen goods.....	74.4	74.9	70.1	51.53	51.06	49.50
Synthetic textiles and silk.....	88.9	88.7	84.5	58.91	58.68	57.38
Clothing (textile and fur).....	94.4	95.3	90.2	42.08	42.53	41.19
Men's clothing.....	99.3	99.3	93.1	40.72	41.65	39.51
Women's clothing.....	90.7	95.0	91.1	41.65	41.88	40.67
Knit goods.....	86.5	84.7	80.0	44.11	44.02	43.85
Wood products.....	107.9	111.4	99.6	57.11	57.98	55.70
Saw and planing mills.....	108.8	114.7	100.0	58.43	59.56	57.63
Furniture.....	112.4	110.6	105.5	56.01	56.75	53.79
Other wood products.....	96.3	98.0	87.6	52.70	52.13	49.92
Paper products.....	119.9	121.7	114.2	77.05	76.62	73.30
Pulp and paper mills.....	122.1	123.9	117.2	82.97	82.23	78.76
Other paper products.....	114.6	116.4	106.9	61.66	62.05	58.73
Printing, publishing and allied industries.....	113.5	112.9	112.0	69.95	69.10	66.32
Iron and steel products.....	107.1	107.2	94.8	73.01	72.82	68.47
Agricultural implements.....	62.9	59.5	45.2	70.75	70.48	68.49
Fabricated and structural steel.....	129.3	132.4	112.8	74.77	74.61	74.90
Hardware and tools.....	107.3	106.4	98.5	67.15	67.72	65.03
Heating and cooking appliances.....	103.3	104.8	98.3	64.19	64.39	62.66
Iron castings.....	104.3	103.7	83.9	73.62	74.20	67.53
Machinery mfg.....	112.5	112.9	107.6	71.53	71.15	67.13
Primary iron and steel.....	114.7	114.9	95.4	80.32	79.37	72.28
Sheet metal products.....	110.3	113.8	103.3	69.31	69.66	66.83
Transportation equipment.....	127.7	124.2	119.8	72.00	71.11	70.86
Aircraft and parts.....	339.2	319.6	344.8	76.92	78.22	75.21
Motor vehicles.....	109.9	107.6	73.7	78.45	75.71	79.62
Motor vehicle parts and accessories.....	83.2	93.2	103.1	70.19	70.66	70.66
Railroad and rolling stock equipment.....	87.7	85.6	82.7	64.57	62.27	63.59
Shipbuilding and repairing.....	141.6	140.5	143.3	68.28	67.36	66.67
Non-ferrous metal products.....	129.8	129.4	120.3	73.96	74.15	70.54
Aluminum products.....	133.5	129.5	121.1	69.09	69.64	66.97
Brass and copper products.....	111.7	110.8	104.0	71.49	71.22	67.27
Smelting and refining.....	152.8	153.6	140.7	79.66	79.73	75.89
Electrical apparatus and supplies.....	145.3	144.4	133.4	69.53	69.70	67.00
Non-metallic mineral products.....	131.5	130.2	116.4	67.27	68.08	65.27
Clay products.....	112.7	114.8	105.8	64.00	64.56	62.41
Glass and glass products.....	132.8	128.8	117.1	65.38	65.73	62.64
Products of petroleum and coal.....	127.0	128.7	120.7	91.58	91.70	87.22
Chemical products.....	124.6	124.1	120.4	71.09	71.38	67.88
Medicinal and pharmaceutical preparations.....	113.4	112.8	108.0	65.54	65.91	62.19
Acids, alkalis and salts.....	128.6	126.8	122.2	79.71	80.23	76.38
Miscellaneous manufacturing industries.....	107.9	109.1	106.5	55.65	55.28	54.39
Construction	125.6	134.0	119.7	63.22	63.89	61.35
Building and structures.....	128.0	136.9	120.6	68.58	69.02	66.27
Building.....	132.4	140.3	120.8	67.94	68.49	64.72
Engineering work.....	109.3	122.5	120.1	71.93	71.64	73.16
Highways, bridges and streets.....	121.7	129.3	118.1	54.15	55.15	53.38
Service	116.3	117.9	110.6	41.87	41.48	40.09
Hotels and restaurants.....	110.1	112.3	106.1	36.01	35.51	35.04
Laundries and dry cleaning plants.....	106.1	106.8	101.4	38.68	38.86	37.33
Industrial composite	117.8	118.2	112.1	61.99	61.97	59.59

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Dec. 1, 1955	Nov. 1, 1955	Dec. 1, 1954	Dec. 1, 1955	Nov. 1, 1955	Dec. 1, 1954
Newfoundland.....	39.5	40.4	44.8	144.3	138.6	140.9
Nova Scotia.....	40.8	41.0	42.0	129.0	127.0	120.9
New Brunswick.....	41.9	42.3	41.6	130.5	129.9	126.4
Quebec.....	43.1	43.2	42.3	131.5	131.3	127.4
Ontario.....	41.3	41.3	40.8	153.6	152.6	148.1
Manitoba.....	40.9	40.9	40.4	137.9	138.4	135.9
Saskatchewan.....	40.4	40.9	40.6	151.4	153.0	145.6
Alberta (1).....	40.1	41.1	41.1	152.6	151.8	148.6
British Columbia (2).....	38.3	38.5	38.7	176.6	175.8	171.1

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (D.B.S.)

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Dec. 1 1955	Nov. 1 1955	Dec. 1 1954	Dec. 1 1955	Nov. 1 1955	Dec. 1 1954	Dec. 1 1955	Nov. 1 1955	Dec. 1 1954
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	44.3	44.5	43.8	164.6	163.4	158.6	72.92	72.71	69.47
Metal mining.....	44.9	45.0	44.9	169.2	168.2	162.7	75.97	75.69	73.05
Gold.....	46.3	46.7	46.8	140.2	139.9	139.1	64.91	65.33	65.10
Other metal.....	44.2	44.2	43.8	183.9	182.9	176.7	81.28	80.84	77.39
Fuels.....	43.0	43.2	41.6	158.8	158.0	155.2	68.28	68.26	64.56
Coal.....	42.3	42.1	40.3	150.8	150.4	149.7	63.79	63.32	60.33
Oil and natural gas.....	44.9	45.8	45.4	177.5	175.0	169.3	79.70	80.15	76.86
Non-metal.....	43.9	44.5	44.1	154.9	152.9	147.9	68.00	68.04	65.22
Manufacturing.....	41.6	41.7	41.2	146.1	145.4	141.2	60.78	60.63	58.17
Food and beverages.....	41.0	41.2	41.7	127.3	124.7	121.3	52.19	51.38	50.58
Meat products.....	40.9	41.1	41.0	153.7	155.0	152.2	62.86	63.71	62.40
Canned and preserved fruits and vegetables.....	37.9	38.5	39.6	104.5	98.1	96.0	39.61	37.77	38.01
Grain mill products.....	42.0	42.3	41.9	140.6	141.6	136.3	59.05	59.90	57.11
Bread and other bakery products.....	43.6	43.8	42.8	113.6	113.6	107.4	49.53	49.76	45.97
Distilled and malt liquors.....	41.5	40.1	41.0	161.8	162.3	152.1	67.15	65.08	62.36
Tobacco and tobacco products.....	40.8	40.5	39.5	132.8	142.9	131.9	54.18	57.57	52.10
Rubber products.....	41.9	42.6	41.9	150.4	150.8	144.4	63.02	64.24	60.50
Leather products.....	41.1	40.3	38.9	103.4	103.3	100.0	42.50	41.63	38.90
Boots and shoes (except rubber).....	40.3	39.1	37.4	99.6	99.5	96.1	40.14	38.90	35.94
Textile products (except clothing).....	43.4	43.3	42.2	112.2	112.0	110.2	48.69	48.50	46.50
Cotton yarn and broad woven goods.....	44.2	41.8	39.5	112.6	112.2	111.7	47.52	46.90	44.12
Woollen goods.....	44.2	43.8	44.0	105.9	105.9	103.9	46.81	46.38	45.72
Synthetic textiles and silk.....	45.3	45.3	45.4	117.9	117.6	114.7	53.41	53.27	52.07
Clothing (textile and fur).....	39.0	39.5	37.7	97.1	97.5	97.8	37.87	38.51	36.87
Men's clothing.....	38.1	38.9	36.3	96.2	97.3	97.5	36.65	37.85	35.39
Women's clothing.....	36.4	36.4	35.3	101.1	101.1	100.4	36.80	36.80	35.64
Knit goods.....	42.2	42.1	41.0	96.4	96.7	97.9	40.68	40.71	40.14
Wood products.....	42.1	42.7	42.1	130.6	130.9	127.2	54.98	55.89	53.55
Saw and planing mills.....	40.6	41.6	41.0	139.5	139.3	136.4	56.64	57.95	55.92
Furniture.....	44.7	45.0	44.2	119.3	119.1	115.2	53.33	53.60	50.92
Other wood products.....	43.9	43.6	43.4	112.7	113.3	108.1	49.48	49.40	46.92
Paper products.....	42.9	43.0	42.6	170.3	169.1	162.9	73.06	72.71	69.40
Pulp and paper mills.....	42.9	42.9	42.9	183.3	181.8	174.0	78.64	77.99	74.65
Other paper products.....	42.8	43.2	41.8	132.6	132.7	128.7	56.75	57.33	53.80
Printing, publishing and allied industries.....	40.7	40.5	40.4	175.9	174.9	167.0	71.59	70.83	67.47
*Iron and steel products.....	42.2	42.3	41.2	167.1	166.3	158.5	70.52	70.34	65.30
Agricultural implements.....	39.5	39.7	39.7	170.3	168.2	159.8	67.27	66.78	63.44
Fabricated and structural steel.....	41.1	40.7	41.3	166.8	167.2	167.2	68.55	68.05	69.09
Hardware and tools.....	42.5	43.0	41.9	149.7	149.1	146.4	63.62	64.11	61.34
Heating and cooking appliances.....	43.2	44.0	42.5	143.4	143.7	142.4	61.95	63.23	60.99
Iron castings.....	43.8	44.5	42.3	164.9	164.5	155.2	72.23	73.20	65.65
Machinery manufacturing.....	43.1	42.9	41.7	159.6	159.7	153.3	68.79	68.51	63.93
Primary iron and steel.....	41.3	41.3	39.8	188.7	186.5	173.2	77.93	77.02	68.93
Sheet metal products.....	41.6	41.9	41.2	158.3	158.1	155.2	65.85	66.24	63.94
*Transportation equipment.....	40.8	39.8	41.0	166.3	166.8	164.0	67.85	66.39	67.24
Aircraft and parts.....	41.5	42.0	41.5	172.3	173.8	172.4	71.50	73.00	71.55
Motor vehicles.....	40.4	37.6	41.3	179.4	180.1	174.4	72.48	67.72	72.03
Motor vehicle parts and accessories.....	40.3	40.9	40.3	162.1	161.2	166.3	65.33	65.93	67.02
Railroad and rolling stock equipment.....	39.9	37.9	39.6	158.7	160.7	158.5	63.32	60.91	62.73
Shipbuilding and repairing.....	41.8	41.4	42.7	162.3	161.2	155.1	67.84	66.74	66.23
*Non-ferrous metal products.....	41.7	41.8	41.4	168.3	168.4	161.5	70.18	70.39	66.86
Aluminum products.....	42.1	42.4	40.9	145.2	146.6	146.3	61.13	62.16	59.84
Brass and copper products.....	43.3	43.1	41.7	156.6	157.2	152.3	67.81	67.75	63.51
Smelting and refining.....	41.1	41.1	41.4	183.4	183.0	173.6	75.38	75.21	71.87
*Electrical apparatus and supplies.....	41.8	42.2	40.9	150.5	150.2	148.7	62.91	63.38	60.82
Heavy electrical machinery and equipment.....	41.4	41.5	40.3	168.3	167.0	166.0	69.68	69.31	66.90
*Non-metallic mineral products.....	43.7	44.1	44.0	147.5	147.5	142.9	64.46	65.05	62.88
Clay products.....	44.3	45.0	45.0	137.9	137.5	132.6	61.09	61.88	59.67
Glass and glass products.....	42.8	43.1	43.1	147.5	147.9	141.3	63.13	63.74	60.90
Products of petroleum and coal.....	41.9	42.3	41.8	198.5	200.4	191.7	83.17	84.77	80.13
Chemical products.....	41.3	41.6	41.4	154.2	153.9	147.0	63.68	64.02	60.86
Medicinal and pharmaceutical preparations.....	41.6	42.2	40.9	125.8	126.5	121.8	52.33	53.38	49.85
Acids, alkalis and salts.....	42.2	42.3	42.1	177.6	176.2	168.9	74.95	74.53	71.11
Miscellaneous manufacturing industries.....	42.3	42.3	42.0	117.8	117.6	115.9	49.83	49.74	48.68
*Durable goods.....	41.8	41.8	41.5	157.4	157.0	152.5	65.79	65.63	63.29
Non-durable goods.....	41.4	41.5	41.0	134.1	133.5	130.0	55.52	55.40	53.30
Construction.....	40.1	41.4	40.6	154.7	152.2	147.5	62.03	63.01	59.89
Buildings and structures.....	40.0	40.9	40.5	167.3	164.8	159.5	66.92	67.40	64.60
Highways, bridges and streets.....	40.2	42.6	40.7	127.0	125.6	122.3	51.05	53.51	49.78
Electric and motor transportation.....	44.7	44.7	44.8	147.0	145.9	141.1	65.71	65.22	63.21
Service.....	40.7	40.4	41.0	87.4	87.3	84.8	35.57	35.27	34.77
Hotels and restaurants.....	41.0	40.5	41.4	87.7	87.5	84.9	35.96	35.44	35.15
Laundries and dry cleaning plants.....	40.9	41.2	41.0	82.4	82.8	80.4	33.70	34.11	32.96

*Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Week Preceding:						
November 1, 1954.....	41.3	140.5	58.03	139.1	116.8	119.1
December 1, 1954.....	41.2	141.2	58.17	139.5	116.6	119.6
January 1, 1955.....	41.1*	142.8	58.69*	140.7	116.4	120.9
February 1, 1955.....	41.0	142.7	58.51	140.3	116.3	120.6
March 1, 1955.....	41.2	143.5	59.12	141.7	116.0	122.2
April 1, 1955.....	41.1	144.3	59.31	142.2	116.1	122.5
May 1, 1955.....	41.2	145.4	59.90	143.6	116.4	123.4
June 1, 1955.....	41.0	145.5	59.66	143.0	115.9	123.4
July 1, 1955.....	40.9	145.0	59.31	142.2	116.0	122.6
August 1, 1955.....	40.8	145.1	59.20	141.9	116.4	121.9
September 1, 1955.....	41.2	143.8	59.25	142.1	116.8	121.7
October 1, 1955.....	41.5	144.8	60.09	144.1	116.9	123.3
November 1, 1955 ⁽¹⁾	41.6	145.3	60.44	144.9	116.9	124.0

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1955 are 39.3 and \$56.12.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
February 1, 1950.....	8,315	10,076	18,391	301,039	74,557	375,596
February 1, 1951.....	24,983	10,795	35,778	231,826	68,220	300,046
February 1, 1952.....	14,957	8,736	23,693	275,814	87,011	362,825
February 1, 1953.....	12,235	13,274	25,499	317,723	73,213	390,936
February 1, 1954.....	8,406	9,575	17,981	439,633	103,112	542,745
February 1, 1955.....	8,276	8,004	16,880	483,380	117,651	601,031
March 1, 1955.....	9,154	9,500	18,663	510,551	118,035	628,586
April 1, 1955.....	10,611	11,706	22,117	505,472	114,572	620,044
May 1, 1955.....	15,508	14,650	30,163	594,621	98,601	493,222
June 1, 1955.....	21,675	18,451	40,126	505,630	76,273	281,903
July 1, 1955.....	18,741	17,392	36,133	52,711	77,865	230,576
August 1, 1955.....	18,363	16,665	35,028	132,710	72,674	205,384
September 1, 1955.....	26,320	19,536	45,856	121,945	63,738	185,683
October 1, 1955.....	23,794	18,225	47,019	117,723	63,545	181,268
November 1, 1955.....	24,268	14,665	38,933	136,620	69,715	206,335
December 1, 1955.....	26,895	14,969	41,864	194,478	73,852	268,330
January 1, 1956 (1).....	17,986	12,111	30,097	312,066	84,815	396,881
February 1, 1956 (1).....	18,180	12,992	31,172	396,642	107,851	504,493

*Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
DECEMBER 30, 1955 ⁽¹⁾**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				November 30, 1955	December 31, 1954
Agriculture, Fishing, Trapping	356	74	430	—	56 +
Forestry	6,024	10	6,034	—	2,528 +
Mining, Quarrying and Oil Wells	568	70	638	+	103 +
Metal Mining	246	8	254	+	54 +
Fuels	227	25	252	+	20 +
Non-Metal Mining	35	4	39	+	13 +
Quarrying, Clay and Sand Pits	4	.....	4	+	1 +
Prospecting	56	33	89	+	15 +
Manufacturing	3,827	2,338	6,165	—	250 +
Foods and Beverages	164	137	301	—	62 +
Tobacco and Tobacco Products	11	9	20	—	317 —
Rubber Products	44	20	64	—	6 +
Leather Products	86	158	244	+	41 +
Textile Products (except clothing)	102	133	235	+	25 +
Clothing (textile and fur)	123	1,071	1,194	+	24 +
Wood Products	247	49	296	—	73 +
Paper Products	127	48	175	+	12 —
Printing, Publishing and Allied Industries	150	101	251	—	41 +
Iron and Steel Products	662	150	812	+	62 +
Transportation Equipment	1,082	103	1,185	—	10 +
Non-Ferrous Metal Products	236	60	296	+	58 +
Electrical Apparatus and Supplies	475	117	592	+	50 +
Non-Metallic Mineral Products	83	35	118	+	18 +
Products of Petroleum and Coal	24	12	36	—	1 +
Chemical Products	142	59	201	+	5 +
Miscellaneous Manufacturing Industries	69	76	145	—	35 +
Construction	1,268	69	1,337	—	599 —
General Contractors	972	41	1,013	—	327 —
Special Trade Contractors	296	28	324	—	272 +
Transportation, Storage and Communication	700	297	997	+	61 +
Transportation	591	111	702	+	24 —
Storage	25	17	42	+	8 +
Communication	84	169	253	+	29 +
Public Utility Operation	89	76	165	+	29 +
Trade	1,945	1,682	3,627	—	1,587 +
Wholesale	661	439	1,100	—	71 +
Retail	1,284	1,243	2,527	—	1,516 +
Finance, Insurance and Real Estate	572	795	1,367	+	18 +
Service	2,320	6,921	9,241	—	7,583 +
Community or Public Service	157	955	1,112	—	273 +
Government Service	1,142	549	1,691	—	6,940 +
Recreation Service	39	81	120	—	31 +
Business Service	591	289	880	+	50 +
Personal Service	391	5,047	5,438	—	389 +
GRAND TOTAL	17,669	12,332	30,001	—	12,392 +

(1) Preliminary—subject to revision.
Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,
BY OCCUPATION AND BY SEX AS AT DECEMBER 29, 1955 ⁽¹⁾**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers....	2,290	494	2,784	4,096	1,148	5,244
Clerical workers.....	2,117	3,522	5,639	9,346	19,003	28,349
Sales workers.....	1,251	765	2,016	4,614	7,613	12,227
Personal and domestic service workers...	632	5,593	6,225	29,366	15,520	44,886
Seamen.....	1	.....	1	3,605	23	3,628
Agriculture and fishing.....	315	6	321	3,084	592	3,676
Skilled and semiskilled workers.....	9,773	1,319	11,092	142,436	20,665	163,101
Food and kindred products (inc. tobacco).....	31	10	41	1,640	581	2,221
Textiles, clothing, etc.....	89	1,013	1,102	3,945	13,607	17,552
Lumber and wood products.....	5,632	3	5,635	14,586	168	14,754
Pulp, paper (inc. printing).....	33	13	46	850	397	1,247
Leather and leather products.....	33	94	127	1,439	1,144	2,583
Stone, clay and glass products.....	7	1	8	513	49	562
Metalworking.....	910	26	936	13,761	996	14,757
Electrical.....	271	9	280	1,702	695	2,397
Transportation equipment.....	41	3	44	1,736	43	1,779
Mining.....	234	.....	234	1,328	.....	1,328
Construction.....	424	.....	424	47,532	5	47,537
Transportation (except seamen).....	703	6	709	22,947	108	23,055
Communications and public utility..	31	.....	31	806	1	807
Trade and service.....	105	113	218	3,415	1,540	4,955
Other skilled and semiskilled.....	1,137	21	1,158	18,574	1,012	19,586
Foremen.....	37	7	44	3,511	310	3,821
Apprentices.....	55	.....	55	4,151	9	4,160
Unskilled workers.....	1,607	412	2,019	115,519	20,251	135,770
Food and tobacco.....	16	40	56	5,386	6,190	11,576
Lumber and lumber products.....	356	10	366	12,717	335	13,052
Metalworking.....	179	7	186	6,184	494	6,678
Construction.....	584	.....	584	58,907	7	58,914
Other unskilled workers.....	472	355	827	32,325	13,225	45,550
GRAND TOTAL.....	17,986	12,111	30,097	312,066	84,815	396,881

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT DECEMBER 29, 1955

(Source: U. I. C. 757)

Office	Unfilled Vacancies ⁽²⁾			Live Applications		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	Dec. 29, 1955	Dec. 1, 1955	Dec. 30, 1954	Dec. 29, 1955	Dec. 1, 1955	Dec. 30, 1954
Newfoundland	493	302	223	11,352	6,505	11,876
Corner Brook	3	8	4	2,622	1,378	1,896
Grand Falls		1		1,013	597	909
St. John's	490	293	219	7,717	4,530	9,071
Prince Edward Island	117	162	55	2,829	1,539	2,797
Charlottetown	102	125	44	1,778	932	1,664
Summerside	15	37	11	1,051	607	1,133
Nova Scotia	847	1,078	772	17,168	12,611	19,281
Amherst	33	32	5	892	507	836
Bridgewater	9	17	120	1,237	499	1,161
Halifax	592	727	508	3,370	3,630	4,016
Inverness				537	343	614
Kentville	44	54	54	1,576	889	1,801
Liverpool	49	89	16	333	175	347
New Glasgow	41	83	13	2,449	1,609	3,544
Springhill	3			475	466	530
Sydney	25	24	17	3,623	2,513	3,692
Truro	42	42	27	1,154	890	1,024
Yarmouth	9	10	12	1,522	1,090	1,716
New Brunswick	746	949	1,647	18,091	11,388	19,328
Bathurst	19	18	16	2,418	967	2,362
Campbellton	30	44	63	963	617	1,249
Edmundston	16	34	31	1,316	683	1,247
Fredericton	155	152	1,239	1,154	692	892
Minto	36	49	1	427	373	436
Moncton	305	395	129	4,972	2,882	5,652
Newcastle	1	1		1,632	860	1,686
Saint John	127	189	159	2,617	2,690	3,134
St. Stephen	25	17	6	1,246	837	1,453
Sussex	25	19	2	521	309	402
Woodstock	7	31	1	825	478	810
Quebec	10,840	14,815	4,184	122,531	73,930	143,892
Asbestos	37	35	16	524	262	673
Beauharnois	34	34	1	985	396	989
Buckingham	10	12	58	677	459	832
Causapscal	262	360	40	879	754	988
Chandler	4	69		867	279	1,267
Chicoutimi	122	147	121	1,208	851	1,285
Dolbeau	31	194	55	445	303	442
Drummondville	67	48	23	2,047	1,175	2,243
Farnham	62	68	9	926	719	1,190
Forestville	650	630	12	427	214	520
Gaspé	19	1	2	838	292	897
Granby	11	23	22	2,594	1,259	2,858
Hull	61	64	27	2,547	1,732	2,861
Joliette	272	237	29	2,353	1,593	2,498
Jonquière	44	64	29	1,627	952	1,436
Lachute	22	24		612	395	882
La Malbaie	1		1	1,124	354	1,306
La Tuque	1,538	2,465	125	336	309	915
Lévis	52	44	57	3,341	1,645	4,189
Louiseville	29	37	21	722	273	755
Magog	6	12		513	307	
Maniwaki	142	53	7	346	175	549
Matane	3	100	4	1,248	464	1,299
Mégantic	11	13	5	768	535	786
Mont-Laurier	4	27	7	477	257	655
Montmagny	19	8	14	1,234	593	1,481
Montréal	3,635	4,400	1,817	43,087	28,081	54,176
New Richmond	18	16	42	1,148	475	1,212
Port Alfred	182	438	7	739	310	821
Québec	477	665	305	12,026	7,808	12,514
Rimouski	217	1,459	13	2,094	875	2,076
Rivière du Loup	21	32	154	2,528	1,058	2,745
Roberval	102	147	245	463	230	456
Rouyn	413	453	78	1,301	953	1,459
Ste-Agathe	25	82	15	648	375	756
Ste-Anne de Bellevue	83	39	9	1,028	525	1,143
Ste-Thérèse	50	41	9	1,614	813	1,533
St-Georges Est	200	212	168	1,407	784	1,547
St-Hyacinthe	63	88	11	2,370	1,097	2,823
St-Jean	87	88	31	1,551	955	1,610
St-Jérôme	24	32	15	1,417	900	1,583
St-Joseph d'Alma	32	77	12	1,193	933	1,226
Sept Iles	234	232	63	951	464	869
Shawinigan Falls	54	61	29	2,744	1,884	3,193
Sherbrooke	182	299	94	3,020	2,260	4,153
Sorel	24	18	15	1,924	746	3,070
Thetford Mines	55	28	69	1,353	768	1,239
Trois-Rivières	712	769	93	3,987	2,460	5,225

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT DECEMBER 29, 1955

(SOURCE: U. I. C. 757)

Office	Unfilled Vacancies(?)			Live Applications		
	(1) Dec. 29, 1955	Previous Month Dec. 1, 1955	Previous Year Dec. 30, 1954	(1) Dec. 29, 1955	Previous Month Dec. 1, 1955	Previous Year Dec. 30, 1954
Quebec—Con.						
Val d'Or.....	333	285	123	1,023	851	1,086
Valleyfield.....	54	42	42	1,580	830	1,817
Victoriaville.....	50	43	41	1,620	948	1,734
Ontario	10,312	12,398	5,202	121,193	79,503	154,616
Arnprior.....	28	69	4	334	165	415
Barrie.....	39	64	24	1,132	890	1,142
Belleville.....	9	18	14	1,365	984	1,284
Bracebridge.....	64	72	21	952	547	1,115
Brampton.....	28	36	3	557	393	555
Brantford.....	68	71	28	2,042	1,455	2,801
Brockville.....	23	29	9	407	246	601
Carleton Place.....		3		403	155	552
Chatham.....	45	41	20	1,688	1,560	2,453
Cobourg.....	36	7	1	621	427	665
Collingwood.....	115	137	39	1,975	1,327	2,260
Cornwall.....	85	59	2	610	564	666
Fort Erie.....	8	6	7	419	321	556
Fort Frances.....	288	239	85	1,693	961	2,319
Galt.....	81	68	46	992	603	1,696
Gananoque.....	5	6		282	176	260
Goderich.....	25	20	5	603	332	582
Guelph.....	102	87	47	1,067	910	1,658
Hamilton.....	605	860	477	8,160	5,052	12,954
Hawkesbury.....	15	8	5	850	513	844
Ingersoll.....	17	17	8	405	274	676
Kapuskasing.....	108	39	17	456	533	845
Kenora.....	23	12	2	528	504	556
Kingston.....	71	109	89	1,132	963	1,091
Kirkland Lake.....	119	106	18	741	573	979
Kitchener.....	70	115	53	3,081	1,125	3,479
Leamington.....	16	27	5	1,353	590	1,022
Lindsay.....	43	61	27	714	535	801
Listowel.....	19	20	11	341	205	385
London.....	424	552	283	3,920	3,097	5,610
Midland.....	5	5	4	1,085	417	1,467
Napanee.....	3	3	4	565	328	574
New Toronto.....	95	112	72	2,424	1,525	2,351
Niagara Falls.....	45	125	40	1,680	1,430	2,627
North Bay.....	44	28	40	1,107	807	1,566
Oakville.....	143	128	36	461	242	626
Orillia.....	39	32	11	789	594	1,012
Oshawa.....	65	84	106	3,772	2,289	3,047
Ottawa.....	1,676	1,939	603	3,727	2,912	3,969
Owen Sound.....	31	40	25	1,849	1,010	1,903
Parry Sound.....	5	5	1	327	202	524
Pembroke.....	121	143	68	1,207	952	1,303
Perth.....	8	16	16	485	283	529
Peterborough.....	81	100	19	2,087	1,624	2,556
Picton.....	2	9	1	531	324	630
Port Arthur.....	182	63	103	2,303	1,593	3,410
Port Colborne.....	6	6	2	640	343	886
Prescott.....	15	10	32	595	343	786
Renfrew.....	9	7	11	498	348	607
St. Catharines.....	85	80	88	3,213	2,309	3,740
St. Thomas.....	45	354	243	732	500	1,406
Sarnia.....	39	66	36	1,717	1,141	2,632
Sault Ste. Marie.....	137	147	61	1,016	836	3,250
Simeoe.....	11	17	9	832	463	810
Sioux Lookout.....	45	30	23	147	131	179
Smiths Falls.....	6	19	3	459	304	425
Stratford.....	11	13	6	661	374	1,122
Sturgeon Falls.....	1	15	2	806	604	1,009
Sudbury.....	191	174	74	2,115	1,646	3,044
Timmins.....	168	159	36	1,189	993	1,645
Toronto.....	3,591	4,142	1,678	27,263	18,457	34,334
Trenton.....	33	32	34	906	725	1,130
Walkerton.....	24	26	8	615	335	716
Wallaceburg.....	5	11	4	383	303	845
Welland.....	54	20	10	1,410	937	2,737
Weston.....	380	532	182	1,209	962	1,220
Windsor.....	302	669	141	10,422	4,040	11,550
Woodstock.....	24	39	7	296	267	693
Manitoba	1,558	3,429	1,071	20,335	14,733	22,390
Brandon.....	121	194	111	1,776	1,155	1,697
Dauphin.....	9	12	6	1,130	673	1,064
Flin Flon.....	47	49	26	182	194	289
Portage la Prairie.....	21	57	20	927	693	930
The Pas.....	22	9	1	148	102	148
Winnipeg.....	1,338	3,108	907	16,172	11,916	18,262

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT DECEMBER 29, 1955

(Source: U. I. C. 757)

Office	Unfilled Vacancies ⁽²⁾			Live Applications		
	(1) Dec. 29, 1955	Previous Month Dec. 1, 1955	Previous Year Dec. 30, 1954	(1) Dec. 29, 1955	Previous Month Dec. 1, 1955	Previous Year Dec. 30, 1954
Saskatchewan	703	718	548	15,709	10,651	15,417
Estevan.....	35	32	27	258	194	327
Moose Jaw.....	135	128	74	1,333	1,052	1,407
North Battleford.....	58	39	18	1,155	751	1,167
Prince Albert.....	40	27	19	1,625	1,047	1,875
Regina.....	200	208	115	4,581	2,992	4,007
Saskatoon.....	125	136	195	3,456	2,465	3,379
Swift Current.....	35	61	23	836	517	821
Weyburn.....	17	26	43	380	283	404
Yorkton.....	58	61	34	2,085	1,350	2,030
Alberta	2,219	2,834	1,428	20,576	15,716	20,563
Blairmore.....	45	44	8	367	290	483
Calgary.....	801	1,369	630	5,871	5,136	6,105
Drumheller.....	19	25	13	288	212	305
Edmonton.....	1,053	996	600	9,246	6,746	8,889
Edson.....	80	61	45	208	263	290
Lethbridge.....	150	197	56	2,669	1,568	2,301
Medicine Hat.....	36	80	21	1,152	874	1,329
Red Deer.....	34	62	49	775	627	795
Yellowknife Office Closed.....			6			66
	Figures Included With Edmonton			Figures Included With Edmonton		
British Columbia	2,262	5,179	1,066	47,097	41,754	55,604
Chilliwack.....	16	37	23	1,852	1,586	1,690
Courtenay.....	110	22	7	1,701	1,201	1,703
Cranbrook.....	6	16	5	613	344	745
Dawson Creek.....	24	12	13	418	339	445
Duncan.....	16	34	4	1,592	1,557	1,055
Kamloops.....	50	128	47	919	549	829
Kelowna.....	10	16	6	1,265	494	1,052
Kitimat.....	345	165		78	114	
Mission City.....	11	20	9	1,493	1,198	1,408
Nanaimo.....	16	47	8	2,112	1,575	2,186
Nelson.....	4	14	12	856	509	1,155
New Westminster.....	82	129	81	5,506	4,689	6,081
Penticton.....	3	16	1	1,446	538	1,190
Port Alberni.....	39	32	9	802	1,371	782
Prince George.....	82	91	39	1,443	1,230	2,026
Prince Rupert.....	46	36	50	1,074	770	1,261
Princeton.....	3	9	1	334	151	240
Trail.....	37	30	20	717	432	890
Vancouver.....	1,097	3,993	544	18,110	19,001	25,837
Vernon.....	16	38	6	1,458	816	1,515
Victoria.....	222	267	158	2,862	2,933	3,092
Whitehorse.....	27	27	23	446	357	422
Canada	30,097	41,864	16,196	396,881	268,330	465,764
Males.....	17,986	26,895	8,420	312,066	194,478	371,959
Females.....	12,111	14,969	7,776	84,815	73,852	93,805

¹ Preliminary subject to revision.

² Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1950—1955

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1950.....	790,802	559,882	230,920	56,732	151,438	321,354	179,732	81,546
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	908,507	677,777	302,750	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116

TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES OCTOBER 3 TO DECEMBER 30, 1955

(SOURCE: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Placements		Placements		Placements		Placements		Placements		Placements		Placements		Placements		Placements		Placements		Placements		Placements	
	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out
Agriculture					531	204	4		102	63	2	460	98	270	1	10	630	294	314	194	5,970	1,257	4,245	181
Forestry	4	3	1		2	1		30	426	217	8	36	710	390	7	41	8,808	4,745	37	857	3,102	1,905	27	307
Fishing and Trapping									3	1											66	43		4
Mining, Quarrying and Oil Wells	1	1							100	111	1	12	53	30	5	1	550	191	3	33	642	433	22	87
Metal Mining.....	1	1							12			2	12	9	2	1	433	117	2	28	487	294	11	74
Fuels.....									98	110		10	34	15	1		9	3			6	1	5	1
Non-Metal Mining.....																	92	50			13	7		
Quarrying, Clay and Sand Pits.....									1				2		2		26	9		5	122	124		4
Prospecting.....									1	1			5	6			20	12	1		14	7	6	8
Manufacturing	21	9	8		113	81	26		1,733	1,355	101	23	364	243	52	3	18,359	12,447	555	93	27,589	19,055	2,844	638
Foods and Beverages.....	9	1	7		36	8	26		191	145	28		56	30	19		1,674	1,238	61	3	2,918	1,912	441	40
Tobacco and Tobacco Products.....																	152	91	5	1	297	190	21	2
Rubber Products.....					2	1			15	6	1		8	6			1,027	722	5	1	467	363	9	4
Leather Products.....																								
Textile Products (except clothing).....					2	4			9	3	1		6	3			1,520	1,192	33	7	1,217	925	82	7
Clothing (textile and fur).....									46	31	1	1	35	30	1		4,227	2,833	32	6	1,621	1,209	69	9
Wood Products.....	9	5			62	60			80	40	27		76	51	10		1,245	880	92	5	1,565	1,201	175	18
Paper Products.....									2				35	21	2		602	473	19		926	532	196	13
Printing, Publishing and Allied Industries.....					6	3			61	48	4		14	14			789	495	65	4	1,242	617	363	12
Iron and Steel Products.....	1	1			2	2			446	386	14	21	26	16	4	1	2,175	1,607	48	12	4,983	3,518	422	112
Transportation Equipment.....	1	2			1	1			825	696	12	1	21	12	1		1,192	682	69	15	3,484	2,005	288	261
Non-Ferrous Metal Products.....																								
Electrical Apparatus and Supplies.....									8	5			39	31	1		640	429	15	2	1,372	993	108	32
Non-Metallic Mineral Products.....									17	11	4		4	2	1		938	482	19	13	3,033	2,206	165	85
Products of Petroleum and Coal.....	1		1		1	1			20	9	7		19	17			322	217	8		778	487	164	5
Chemical Products.....																	148	62			220	140	16	15
Miscellaneous Manufacturing Industries.....									8	5			11		7	2	789	384	62	22	1,207	807	217	15
									5		2		13	9	6		786	520	22	2	1,135	863	108	5

Construction.....	756	690	25	3	137	103	8	24	699	395	132	154	2,548	1,991	84	94	11,563	8,403	959	513	18,705	14,054	2,140	850
General Contractors.....	725	670	24	3	108	79	5	17	586	321	111	110	2,318	1,833	59	86	8,230	6,087	785	393	14,559	11,031	1,553	814
Special Trade Contractors.....	31	20	1	.....	29	24	3	7	113	74	21	44	230	158	25	8	3,333	2,316	174	120	4,146	3,023	587	35
Transportation, Storage and Communication.....	12	12	.....	.....	337	42	272	.....	438	137	240	1	554	143	318	1	5,730	2,323	2,449	91	5,288	2,553	1,862	40
Transportation.....	10	10	.....	.....	333	40	272	.....	392	125	223	1	516	110	311	1	5,294	2,094	2,413	89	4,105	2,084	1,474	24
Storage.....	.....	.....	.....	.....	.....	.....	.....	.....	11	1	11	.....	19	13	6	.....	136	70	23	.....	4,552	302	214	13
Communication.....	2	2	.....	.....	4	2	.....	.....	35	11	6	.....	19	20	1	.....	300	159	13	.....	631	167	174	2
Public Utility Operation.....	.....	.....	.....	.....	4	2	1	.....	107	22	38	2	12	11	1	.....	130	61	14	1	423	314	24	5
Trade.....	97	58	6	.....	944	220	632	.....	1,817	997	351	7	1,077	714	167	1	9,696	5,958	763	32	17,611	10,728	2,971	90
Wholesale.....	37	21	5	.....	475	48	378	.....	660	304	239	2	293	152	76	.....	2,894	1,757	310	6	5,115	2,831	1,283	28
Retail.....	60	37	1	.....	469	172	274	.....	1,157	693	112	5	784	562	91	1	6,802	4,201	453	26	12,426	7,897	1,688	62
Finance, Insurance and Real Estate.....	7	4	.....	.....	26	16	3	.....	168	95	27	1	127	74	13	.....	1,312	649	22	6	2,072	1,117	109	3
Service.....	679	245	23	.....	496	251	163	1	2,919	1,304	1,058	15	2,326	1,248	540	17	17,968	8,150	4,712	146	39,954	16,577	8,295	166
Community or Public Service.....	8	6	1	.....	63	40	14	.....	189	94	49	1	171	103	42	.....	1,245	727	85	9	2,777	1,420	506	16
Government Service.....	616	211	7	.....	84	81	1	1	1,359	808	320	13	912	769	17	3	2,122	1,590	104	26	9,715	7,603	1,052	58
Recreation Service.....	3	3	1	.....	3	1	1	.....	20	9	3	.....	15	7	5	.....	249	116	28	1	628	323	194	5
Business Service.....	3	3	.....	.....	11	8	1	.....	60	36	10	.....	78	58	4	10	1,102	484	162	15	1,836	976	262	64
Personal Service.....	47	22	14	.....	335	121	146	.....	1,291	357	676	1	1,150	311	472	4	13,250	5,233	4,333	95	15,998	6,255	6,281	23
Totals.....	1,577	1,022	63	3	2,590	920	1,129	56	8,512	4,727	1,938	711	7,869	5,114	1,188	168	74,836	43,221	9,828	1,966	112,452	68,036	22,539	2,371
Men.....	1,410	926	60	3	1,913	570	891	56	6,006	3,377	1,408	708	5,792	4,010	811	158	51,320	31,111	5,806	1,875	75,388	46,596	15,855	2,185
Women.....	158	96	3	.....	673	350	238	.....	2,506	1,350	530	5	2,077	1,104	377	10	23,516	12,110	4,022	91	37,064	21,440	6,684	186

¹ Current and deferred vacancies reported during the period

TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES OCTOBER 3 TO DECEMBER 30, 1955

SOURCE: U.I.C. (751)

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Placements		Va- can- cies Noti- fied	Trans- fers out	Placements		Va- can- cies Noti- fied	Trans- fers out	Placements		Va- can- cies Noti- fied	Trans- fers out	Placements		Va- can- cies Noti- fied	Trans- fers out	Placements		Va- can- cies Noti- fied	Trans- fers out
	Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual		
Agriculture	351	214	25	8	765	544	12	2	1,688	1,324	40	14	2,893	1,458	13,090	293	5,623	5,948	1,162	
Forestry	147	100	2	148	17	9		23	817	616	2	3	1,390	1,150	15,423	27	9,136	93	1,472	
Fishing and Trapping	2								2				4	4			77	48	2	4
Mining, Quarrying and Oil Wells																				
Metal Mining.....	134	104	3	25	152	85	7	5	1,917	864	23	11	494	391	4,073	23	2,210	67	199	
Fuels.....	111	85	1	23	106	49	2	393	292	40	2	23	393	292	1,553	6	850	22	158	
Non-Metal Mining.....	12	10			129	75	7	2	1,442	653	19	9	60	59	1,790	23	926	32	23	
Quarrying, Clay and Sand Pits.....	10	7	2	8		6			114	4			31	32	150		93			
Prospecting.....	1	2		1	13	7			347	152	1		3	3	176	5	151	5	9	
Manufacturing	2,477	1,498	460	3	519	329	91	2	2,465	1,293	354	20	6,277	4,438	59,617	290	40,679	5,429	983	
Foods and Beverages.....	515	263	117	1	228	149	49		384	144	136		1,389	1,022	7,428	6	4,912	1,147	50	
Tobacco and Tobacco Products.....									5	5			2	2	1,266		1,225		1	
Rubber Products.....	7	7			9	3									473		298	26	3	
Leather Products.....	68	40	5						12	11			78	40	1,675		1,188	21	5	
Textile Products.....	52	36	2		4	2	1		25	23			68	59	2,904		2,247	119	15	
Textile Products (except clothing)	53	318	46		16	10			82	61	2		182	120	6,746		4,610	157	16	
Clothing (textile and fur).....	234	114	78		24	12	5	1	328	199	34	6	2,388	1,855	5,891	75	4,417	540	105	
Wood Products.....	75	52	11		1	1			29	13	2	9	292	194	1,962	13	1,286	275	37	
Paper Products.....																				
Printing, Publishing and Allied Industries.....	158	81	49	49	36	26	5		70	36	11		188	83	2,564		1,403	562	17	
Iron and Steel Products.....	290	169	69		66	29	22	1	395	216	76		418	58	8,971	8	6,353	713	155	
Transportation Equipment.....	149	109	6	2	68	28			358	257	31	1	378	277	6,477	7	4,069	428	288	
Non-ferrous Metals.....	34	27	2						2	17			2	422	2,539	2	1,606	128	116	
Electric, Electronic and Supplies	66	46	5		8	3			30	20	1	1	66	44	4,162		2,814	198	99	
Electrical, Electronic and Supplies	31	37	14		19	15			222	182	11		134	84	1,577	5	1,049	216	10	
Metallic Mineral Products.....	37	15	9		50	25	6		56	35	2		80	34	891		311	83	15	
Products of Petroleum and Coal	37	47	30		8	6	1		115	51	46	1	73	40	2,267	8	1,350	371	41	
Chemical Products.....	86	47																		
Miscellaneous Manufacturing Industries.....	89	58	17		12	11			29	22	2		85	58	3	3	2,154	166	10	
Construction	1,575	1,399	98	24	1,353	915	277	8	3,766	2,793	372	25	4,782	3,521	45,884	415	34,264	4,421	2,110	
General Contractors.....	1,206	1,023	73	24	1,098	747	218	8	2,851	2,161	249	21	4,139	3,056	35,820	399	27,068	3,310	1,875	
Special Trade Contractors.....	369	376	25		255	168	59		915	632	123	4	643	465	10,064	16	7,236	1,102	235	
Transportation, Storage and Communication	1,036	698	105	15	598	349	151	38	1,279	698	258		1,558	890	16,830	3	7,785	6,098	189	
Transportation.....	82	642	37	15	510	309	115	38	1,012	545	171		1,328	722	14,431	2	6,681	5,426	170	
Storage.....	82	34	37		50	20	26		185	94	82		145	58	1,180		592	454	14	
Communication.....	23	22	1		38	20	10		82	59	5		85	50	1,219	1	512	218	5	

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING REGULAR BENEFIT, NUMBER OF DAYS AND WEEKS BENEFIT PAID AND AMOUNT PAID, DECEMBER 1955

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Per Week Receiving Benefit* (in thousands)	Number Com- mencing Benefit on Initial and Renewal Claims	Weeks Paid† (Disability Days in Brackets)		Amount of Benefit Paid \$
Newfoundland.....	3.4	2,526	15,617	(374)	284,275
Prince Edward Island.....	0.9	662	3,884	(116)	60,711
Nova Scotia.....	7.4	4,275	33,027	(2,802)	554,261
New Brunswick.....	6.4	4,355	28,176	(1,730)	468,968
Quebec.....	50.6	31,913	208,134	(23,441)	3,504,484
Ontario.....	49.4	29,717	206,469	(20,945)	3,541,355
Manitoba.....	9.1	5,739	40,957	(3,434)	706,860
Saskatchewan.....	6.6	4,926	30,572	(1,710)	530,982
Alberta.....	9.2	7,368	41,240	(2,441)	722,467
British Columbia.....	19.6	16,116	94,566	(6,053)	1,568,510
Total Canada, December 1955.....	162.6	107,597	702,642	(63,046)§	11,942,873
Total Canada, November 1955.....	118.0	65,061	514,456	(62,995)	8,661,628†
Total Canada, December 1954.....	271.8†	164,660	6,190,206	(80,581)††	19,428,206

* Based on the number of payment documents for the month.

† Week containing last day of the month.

‡ Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

§ In addition, 4,532 days were compensated in respect of unemployment occurring prior to October 2.

†† "Days".

**TABLE E-2.—REGULAR AND SEASONAL BENEFIT CLAIMANTS HAVING AN
UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING
DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, DECEMBER
1955**

Province and Sex	Duration on the Register (weeks)									December 31, 1954 Total
	Total*	1	2	3-4	5-8	9-12	13-16	17-20	over 20	
CANADA.....	388,129†	147,275	56,912	62,409	53,120	23,850	13,967	8,159	22,437	479,259
Male.....	306,988	122,078	48,041	51,201	42,049	15,787	8,871	4,710	14,251	383,756
Female.....	81,141	25,197	8,871	11,208	11,071	8,063	5,096	3,449	8,186	95,503
Newfoundland.....	11,458	4,975	2,010	1,619	1,549	597	239	153	316	10,815
Male.....	10,981	4,862	1,969	1,560	1,466	545	205	114	260	10,486
Female.....	477	113	41	59	83	52	34	39	56	329
Prince Edward Island....	2,610	1,132	504	353	306	97	64	36	115	2,580
Male.....	2,238	995	459	311	259	78	43	24	69	2,214
Female.....	372	137	45	42	50	19	21	12	46	366
Nova Scotia.....	17,717	6,836	2,321	2,483	2,286	1,479	728	405	1,179	20,820
Male.....	15,507	6,145	2,155	2,258	1,956	1,184	574	306	929	18,628
Female.....	2,210	691	166	225	330	295	154	99	250	2,192
New Brunswick.....	17,940	6,300	3,779	2,861	2,205	1,136	574	338	747	19,588
Male.....	15,029	5,338	3,403	2,449	1,810	832	419	257	521	16,654
Female.....	2,911	962	376	412	395	304	155	81	226	2,934
Quebec.....	123,893	49,734	17,800	18,662	14,675	7,892	4,685	2,849	7,596	152,094
Male.....	95,150	39,986	14,739	15,040	11,035	5,167	2,928	1,670	4,585	117,817
Female.....	28,743	9,748	3,061	3,622	3,640	2,725	1,757	1,179	3,011	34,277
Ontario.....	117,816	48,765	15,243	18,171	13,739	6,724	4,601	2,671	7,902	159,389
Male.....	88,994	39,764	12,193	13,874	9,927	4,119	2,814	1,394	4,909	123,925
Female.....	28,822	9,001	3,050	4,297	3,812	2,605	1,787	1,277	2,993	35,464
Manitoba.....	18,832	5,687	2,854	3,256	3,267	1,412	728	427	1,201	23,158
Male.....	14,424	4,493	2,350	2,725	2,536	880	437	244	759	17,934
Female.....	4,408	1,194	504	531	731	532	291	183	442	5,224
Saskatchewan.....	14,481	3,054	2,704	3,532	3,082	894	405	213	597	14,687
Male.....	12,380	2,652	2,421	3,194	2,718	636	238	129	392	12,753
Female.....	2,101	402	283	338	364	258	167	84	205	1,934
Alberta.....	19,924	5,886	3,151	4,227	4,143	983	505	257	772	21,962
Male.....	17,030	5,245	2,879	3,716	3,596	638	287	136	533	18,761
Female.....	2,894	641	272	511	547	345	218	121	239	3,201
British Columbia.....	43,458	14,906	6,546	7,245	7,865	2,636	1,438	810	2,012	54,166
Male.....	35,255	12,598	5,473	6,074	6,746	1,708	926	436	1,294	44,584
Female.....	8,203	2,308	1,073	1,171	1,119	928	512	374	718	9,582

* Disability cases included in totals: December 30, 1955: 2,622 (1,740 males and 882 females); December 31, 1954: 2,911 (2,131 males and 780 females).

† This total is comparable to former totals of ordinary, short-time, temporary lay-off and supplementary benefit claimants.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
DECEMBER 1955**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims Pending at end of month)			
	Total	Initial†	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	8,286	6,594	1,692	5,417	2,914	2,503	4,702
Prince Edward Island.....	1,927	1,525	402	1,058	669	389	1,113
Nova Scotia.....	11,517	8,249	3,268	7,325	4,885	2,440	6,319
New Brunswick.....	13,006	10,086	2,920	7,960	4,882	3,078	7,096
Quebec.....	89,983	62,169	27,814	65,391	43,841	21,550	38,591
Ontario.....	85,823	56,348	29,475	67,506	44,997	22,509	31,413
Manitoba.....	13,292	9,825	3,467	11,529	6,587	4,942	3,955
Saskatchewan.....	9,134	6,998	2,136	8,631	4,855	3,776	3,109
Alberta.....	13,249	9,491	3,758	12,458	7,860	4,598	4,982
British Columbia.....	30,237	19,724	10,513	28,775	18,182	10,593	9,261
Total Canada, December 1955.....	276,454*	191,009	85,445	216,050†	139,672	76,378	110,541
Total Canada, November 1955.....	159,757	101,075	58,682	133,702	92,644	41,058	50,137
Total Canada, December 1954.....	310,490	211,159	99,331	260,174	199,723	60,451	99,067

* In addition, revised claims received numbered 17,690.

† Initial claims adjusted after November 26 and for which a benefit period is not established are considered for seasonal benefit. (See Table E-5.)

‡ In addition, 16,971 revised claims were disposed of. Of these, 1,667 were special requests not granted and 850 were appeals by claimants. There were 3,026 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D. B. S.

Beginning of Month of:	Total	Employed	Claimants*
1954—November.....	3,249,000	3,039,900	209,100
December.....	3,310,000	3,035,500	274,500
1955—January.....	3,393,000	2,961,200	431,800†
February.....	3,409,000	2,865,600	543,400†
March.....	3,435,000	2,856,400	578,600†
April.....	3,427,000	2,863,700	563,300†
May.....	3,224,000	2,905,500	318,500
June.....	3,222,000	3,012,300	209,700
July.....	3,268,000	3,110,900	157,100
August.....	3,281,000	3,141,000	140,000
September.....	3,322,000	3,192,200	129,800
October.....	3,328,000	3,197,700	130,300
November.....	3,359,000	3,195,900	163,100

* Claimants having an unemployment register in the life file on last working day of preceding month. (Prior to November 1955, ordinary claimants only.)

† Includes supplementary benefit claimants.

**TABLE E-5.—INITIAL CLAIMS CONSIDERED FOR SEASONAL BENEFIT AND THEIR
DISPOSITION, DECEMBER 1955**

	Claims Considered December 1955*	Entitled to Benefit	Not Entitled to Benefit
Newfoundland.....	2,226	1,429	797
Prince Edward Island.....	348	272	76
Nova Scotia.....	2,032	1,486	546
New Brunswick.....	2,778	2,089	689
Quebec.....	19,124	13,624	5,500
Ontario.....	19,684	14,141	5,543
Manitoba.....	4,535	3,495	1,040
Saskatchewan.....	3,478	2,474	1,004
Alberta.....	4,017	2,730	1,287
British Columbia.....	9,126	6,064	3,062
Total Canada, December 1955†.....	67,348	47,804	19,544
Total Canada, December 1954†.....	45,529	30,965	14,564

* These claims included in Table E-3.

† There were, in addition, 269 renewal seasonal benefit claims in December 1955 and 72 in December 1954.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commod- ities and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1955—January.....	116.4	112.1	128.4	108.1	117.1	118.2
February.....	116.3	111.5	128.5	108.1	117.1	118.3
March.....	116.0	110.7	128.6	108.0	117.0	118.3
April.....	116.1	111.0	128.7	107.9	116.9	118.2
May.....	116.4	112.3	128.8	107.9	116.4	118.3
June.....	115.9	111.0	129.2	107.8	116.1	117.8
July.....	116.0	111.5	129.6	107.8	115.8	117.7
August.....	116.4	112.4	129.8	107.8	115.8	118.0
September.....	116.8	113.7	130.0	107.8	115.9	117.9
October.....	116.9	113.5	130.2	107.8	116.1	118.1
November.....	116.9	113.0	130.6	107.9	116.5	118.3
December.....	116.9	112.4	131.0	108.5	116.6	118.3
1956—January.....	116.8	111.5	131.3	108.6	116.5	119.0
February.....	116.4	109.9	131.5	108.6	116.7	119.3

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA
AT THE BEGINNING OF JANUARY, 1956**

(1949 = 100)

Source: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	House- hold Operation	Other Commod- ities and Services
	Jan. 3rd, 1955	Dec. 1st, 1955	Jan. 2nd, 1956					
St. John's, Nfld. (1).....	102.6	104.5	104.7	101.0	109.7	100.5	103.2	110.9
Halifax.....	114.3	114.7	114.5	104.8	125.1	114.8	119.7	119.2
Saint John.....	117.4	117.7	117.4	109.6	127.5	116.2	117.2	124.1
Montreal.....	117.1	116.7	117.4	113.4	136.1	108.1	115.1	119.8
Ottawa.....	117.0	117.8	117.5	109.6	135.9	111.6	116.3	120.8
Toronto.....	118.9	118.9	118.8	109.9	147.9	110.9	114.9	118.9
Winnipeg.....	115.5	116.9	116.8	112.8	127.0	113.2	114.0	119.6
Saskatoon—Regina.....	113.9	115.7	115.2	111.9	118.1	114.7	116.6	116.0
Edmonton—Calgary.....	114.6	115.1	114.8	110.6	121.1	113.0	115.8	117.6
Vancouver.....	118.4	120.3	120.0	114.9	128.0	112.8	130.9	119.7

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY AND DECEMBER 1955,
JANUARY, 1956†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1956*						
January	‡13	13	17,335‡	17,335	338,340	0.38
1955*						
December	4	15	1,179	17,720	340,410	0.39
January	16‡	16	11,106‡	11,106	218,145	0.25

*Preliminary figures.

‡Strikes unconcluded at the end of the previous year are included in these totals.

†The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, JANUARY 1956 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss In Man- Working Days	Date Began	Particulars(2)
	Establish- ments	Workers			
Strikes and Lockouts in Progress Prior to January 1956					
MANUFACTURING— <i>Textiles, Clothing, etc.—</i> Cotton factory workers, Drummondville, Que.	1	(3) 64	700	Dec. 21 1955	Protesting replacement of a fixer who did not report for work; concluded January 16; conciliation; in favour of employer.
<i>Metal Products—</i> Structural steel fabricators, Sault Ste. Marie, Ont.	1	(4) 130	2,800	Aug. 19 1955	For a new agreement providing for increased wages and job evaluation plan, following reference to conciliation board; unconcluded.
Motor vehicle and parts, diesel locomotive, stove, refrigerator and air conditioning factory workers, London, Oshawa, St. Catharines, Toronto and Windsor, Ont.	5	(5) 13,800	300,000	Sep. 11 1955	For a new agreement providing for increased wages, term of agreement, revision in seni- ority clauses, form of guaran- teed annual wage and fringe benefits, including extension of insurance and pension plans, following reference to conciliation board; uncon- cluded.
Wire and cable factory workers, Toronto, Ont.	1	1,000	10,000	Sep. 30 1955	For a new agreement providing for increased wages and retention of rest periods, following reference to con- ciliation board; concluded by January 16; negotiations; in favour of employer.
Steel fabricators and erectors and mining machinery factory workers, London, Port Robinson and Welland, Ont.	3	442	9,700	Oct. 26 1955	For a new agreement providing for increased wages, reduced hours from 42½ to 40 per week with same take-home pay, pension and welfare plans, Rand formula for union dues and fringe benefits, pending reports of conciliation boards; unconcluded.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Chemical factory workers, Palo, Sask.	1	27	640	Oct. 22 1955	For a new agreement providing for increased wages, shift differential and reduced hours from 44 to 40 per week with same take-home pay; unconcluded.
<i>Miscellaneous Products—</i> Chrome furniture factory workers, Toronto, Ont.	1	70	1,500	Nov. 10 1955	For a union agreement pro- viding for increased wages, following reference to con- ciliation board; unconcluded.
TRADE— Pipe fitting and sprinkler equipment jobbers, Vancouver, B.C.	1	19	400	Dec. 7 1955	For a union agreement pro- viding for increased wages, welfare plan and extension of vacation plan, following reference to conciliation board; unconcluded.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, JANUARY 1956 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss In Man- Working Days	Date Began	Particulars ⁽²⁾
	Establish- ments	Workers			
Strikes and Lockouts Commencing During January 1956					
LOGGING— Bush workers, Mattice, Ont.	1	71	1,775	Jan. 3	For a union agreement providing for increased wages and reduced hours; unconcluded.
Bush workers, Cochrane, Ont.	1	100	200	Jan. 30	For a union agreement providing for increased wages and check-off; unconcluded.
MANUFACTURING— <i>Textiles, Clothing, etc.</i> — Cotton factory workers, Sherbrooke, Que.	1	888	6,500	Jan. 20	Refusal to accept change in style of weaving until new agreement signed; unconcluded.
Cotton factory workers, Magog, Que.	1	716	4,000	Jan. 21	Protesting dismissal of six workers for failure to maintain production; unconcluded
CONSTRUCTION— <i>Buildings and Structures</i> — Building trades workers, Windsor, Ont.	1	8	125	Jan. 10	For payment of Windsor instead of Chatham rate for carpenters; unconcluded.

⁽¹⁾ Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

⁽²⁾ In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

⁽³⁾ 29 indirectly affected; ⁽⁴⁾ 45 indirectly affected; ⁽⁵⁾ 3,200 indirectly affected.

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Primary Textile Industry (p. 432)

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manpower and labour relations

REVIEW

Economics and Research Branch, Department of Labour, Canada

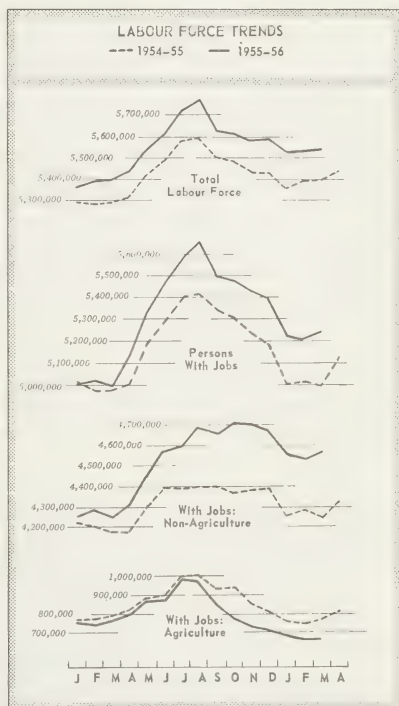
Current Manpower Situation

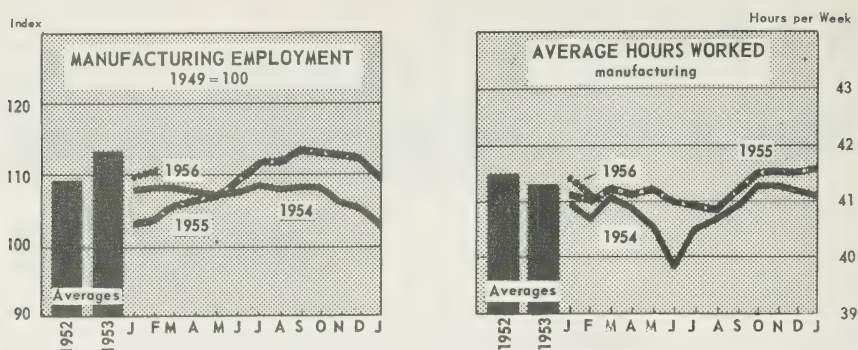
EXPECTATIONS of an early seasonal upswing this year have apparently been justified, for employment estimates in March registered a modest but unusual increase, while the number of persons without jobs and seeking work declined between February and March. Current economic trends indicate that there is a firm basis for further gains in total employment this year.

In the week ended March 24, persons with jobs were estimated at 5,241,000, some 25,000 more than a month earlier. There was also a substantial improvement in the degree to which manpower was utilized. The number of persons working full time rose by 65,000, while those with jobs but not at work decreased by 32,000. The settlement of the General Motors strike played a considerable part in this decrease.

The moderate improvement in total employment came entirely from expansion in non-farm industries, with manufacturing, trade and construction leading the way; farm employment remained virtually unchanged during the month. Non-agricultural employment was 322,000, or almost 8 per cent, higher than last year.

The employment upswing in Ontario was mainly in manufacturing. With the return of workers temporarily laid off in Windsor, automobile and feeder plants were back to near-capacity operations. Reports from most major areas indicated





that engineers, draftsmen and skilled metal tradesmen were becoming increasingly scarce. In the Prairie provinces, many areas anticipated shortages of workers for construction and agriculture in the coming months.

Persons without jobs and seeking work were estimated to number 295,000 at mid-March, some 13,000 fewer than in February and 106,000 fewer than a year earlier. A drop of 21,000 occurred in Ontario, slight declines in the Prairie and Pacific regions and offsetting increases in the two eastern regions. The total seeking-work figure amounted to 5.3 per cent of the labour force, considerably less than at the same time in 1955 and 1954.

The number of registrations for jobs at National Employment Service offices did not show the same downturn. At March 22, 1956, there were 533,600 registrations, an increase of 18,500 from the preceding month. Preliminary data suggest that this increase may be largely the result of the changes made in the Unemployment Insurance Act last year, particularly the more liberal seasonal benefit provisions. These amendments lengthened the period of entitlement and tended to increase the number of people claiming seasonal unemployment insurance benefits. As a result, more people were probably registered at any given date than would otherwise have been the case.

It is significant that the number of claims filed in March was 8 per cent lower than in February, whereas in each of the past four years there were moderate increases during this period. On the other hand, the number of claims on file at the end of March, at 511,100, was virtually the same as at the end of February. It is thought that the high and increasing proportion of seasonal benefit claims (29 per cent of total claims at the end of March) may have prevented total claims and thus total job registrations from falling earlier.

ECONOMIC TRENDS

Income

Personal income continued to rise in the last six months of 1955, although at a slower rate than earlier in the year. For 1955, the year-to-year gain was about 9 per cent and since consumer prices were relatively stable during the year, this represented an equivalent gain in real income. In fact, real personal income per capita in 1955 increased more sharply than at any time in the postwar period.

Among the various components of personal income, labour income rose throughout 1955 but the rate of growth slowed somewhat after June. At the end of 1955, it was running at a level (seasonally adjusted) about 3 per cent above the annual average for 1955. This was a result of both an increase in the number of workers and a rise in average weekly earnings. Average hourly earnings in industry rose by less than 3 per cent but there were definite indications of growing wage pressures as the year progressed. Income changes in other sectors varied from a slight decline in farm cash income to an increase of 7 per cent in the income of non-incorporated business.

Preliminary data indicate that the upward trend in incomes has continued into 1956. Labour income for January was estimated to be \$1,080,000,000, or 9 per cent higher than a year earlier.

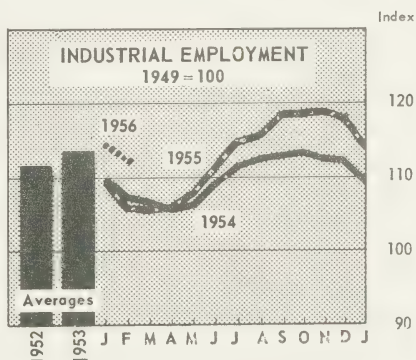
Expenditure

Personal consumption expenditure has followed the trend of personal income fairly closely. Outlays for 1955 as a whole rose by more than 6 per cent over 1954, most of the gain having taken place in the last quarter. The volume of durable goods expenditure was up about 17 per cent while non-durables and services showed increases of about 5 per cent. In the first two months of this year retail sales showed a year-to-year gain of 6 per cent.

Expenditures for new housing rose strongly through 1955 with expenditures in the fourth quarter running at a rate of about 10 per cent above the average for the year. At the year-end, some 80,000 units were still under construction. A recent drop in the number of mortgages submitted to the Central Mortgage and Housing Corporation for guarantee suggests an easing in the demand for new housing. However, the total volume of residential construction should be well sustained during the spring months at least, owing to the large carryover from 1955.

Expenditures for non-residential construction, after lagging during the first part of 1955, increased sharply in the last half of the year. Data on contracts awarded in 1956 indicate continuing strength in this field; moderate increases over 1955 are recorded in all categories except engineering. A survey of investment intentions carried out by the Department of Trade and Commerce at the end of last year showed that businessmen expected to put 19 per cent more work in place in 1956 than in 1955. This indicates an extremely busy construction season with the strong possibility of shortages in the supply of materials and skilled labour.

The same survey indicated an equal increase in the 1956 expenditures for machinery and equipment. Actual outlays in the third quarter of 1955, seasonally adjusted, were running at an annual rate of \$2,188 million, which was about equal to



the previous high reached in the third quarter of 1953. Although imports accounted for much of the increased expenditure, there was also a strong upturn in domestic industries manufacturing capital goods. At the end of January, unfilled orders in the capital goods industries were up significantly from a year earlier. Reports from a fairly large sample of establishments manufacturing capital goods show that most employers expect their mid-year employment to be about 10 per cent greater than a year earlier.

Business inventories showed no more than a moderate rise through most of last year as a result of the relatively sharp rise in final demand. In the last quarter of the year, the combination of rising domestic production and sharp increases in commodity imports produced a substantial increase in inventories, mainly at the manufacturing and wholesale levels. With the possible exception of automobiles and television sets, there is little evidence that inventory accumulation has been involuntary, or that it has adversely affected employment.

The volume of commodity export trade in 1955 rose by about 8 per cent over the previous year, in response to heavy demands for industrial raw materials from the United States, the United Kingdom and other European countries. This gain was very largely responsible for substantial hirings in lumbering, metal mining and in the manufacture of wood, paper and non-ferrous metal products. Preliminary information for the first two months of 1956 suggests that the basic level of exports is continuing to rise moderately.

The sharp rise in exports during 1955 was accompanied by an even sharper rise in the volume of imports. As might be expected, durable goods accounted for a major part of the gain, a direct result of the rising levels of capital investment and consumer durable outlays. Rising imports did not appear to have adversely affected employment, except possibly in the rubber footwear and textile industries.

Total government expenditures during 1955 were about 6 per cent above 1954. Provincial and municipal expenditures continued to rise steadily. The pattern of defence spending is now fairly stable but the emphasis is continuing to shift from aircraft, shipbuilding and munitions to electronics and construction work. Other federal government expenditures have been relatively stable over the year.

On balance, most indicators of labour demand are pointing upward in 1956. As might be expected, the pace of expansion is slower than it was in 1955, since much of the unused capacity has been brought into use. At the same time, however, the economic situation provides a firm foundation for further employment gains this year.

Labour-Management Relations

AT mid-April, efforts to work out the terms of new agreements were in various stages of negotiation or conciliation in many industries including transportation, mining and smelting, basic steel, automobile, electrical goods and pulp and paper manufacturing. A number of important agreements, most of which provided substantial increases in wage rates, were signed in these and other industries during the past month. In the important bargaining under way, similar substantial increases in wages have been requested. In many cases improvements in such matters as vacations, health and welfare plans and pensions are being sought along with wage increases. The guaranteed wage is a bargaining subject in at least two industries, basic steel and automobile manufacturing.

A brief industry-by-industry summary of some of the more important collective bargaining and conciliation activity follows.

Transportation—The board of conciliation dealing with differences between the Canadian railway companies and unions representing approximately 140,000 non-operating employees submitted majority and minority reports during April. Eric Taylor, Chairman of the Board and David Lewis, nominee of the unions, signed the majority report, dated April 9; Paul S. Smith, QC, nominee of the companies, submitted the minority report. (Full texts of these reports will be published in the June issue of the *Labour Gazette*).

The majority recommended that the parties sign an agreement to be in force for two years, from January 1, 1956, to December 31, 1957. During this period, wages would be increased over the December 31, 1955, rates by 6 per cent effective April 1, 1956, half of which would be retroactive to January 1, 1956; 2 per cent effective November 1, 1956; and 3 per cent effective June 1, 1957.

They also recommended that a health and welfare plan should become effective January 1, 1957, half to be paid by the companies and half by the employees, at a cost of 5 cents per hour per employee.

Finally, the report recommended that all employees who now receive pay for five statutory holidays should be granted a sixth statutory holiday with pay during 1956 and a seventh during 1957.

The minority report recommended that present wage rates and working conditions should remain unchanged.

The unions accepted the report of the majority but the companies were still considering the reports at the time of writing.

A board of conciliation was set up to deal with a dispute between the Canadian Pacific Railway Company and its dining, cafe and buffet car employees represented by the Brotherhood of Railroad Trainmen. The union requested a 30-per-cent increase in wages, a reduction in the basic work month, and seven paid statutory holidays.

In the water transport industry, boards of conciliation were functioning in disputes between the Association of Lake Carriers and certain other unaffiliated operators, and three unions, the Seafarers' International Union, the Canadian Merchant Service Guild, and the National Association of Marine Engineers (L.G., Feb., p. 142).

An agreement reached several weeks ago between the International Brotherhood of Teamsters and the Motor Transport Industrial Relations Bureau on behalf of trucking firms in Ontario and their 6,000 employees (L.G., Mar., p. 242) was rejected by the union membership. Following further negotiation, agreement is now reported to have been reached providing wage increases of 16 to 18 cents an hour spread over a year and a half.

In western Canada, motor transport workers employed by the Canadian Pacific Transport Company received a new two-year agreement providing substantial wage increases. The Canadian Brotherhood of Railway Employees and Other Transport Workers represented the employees.

Mining and Smelting—The International Union of Mine, Mill and Smelter Workers (Canada) is reported to have served notice of demands on the International Nickel Company for approximately 17,000 employees at Sudbury and Port Colborne, Ont. The union is said to be seeking an increase in wages of 20 cents an hour, improvements in pension, health and welfare and vacation plans, and other changes in working conditions. The union's bargaining position in Ontario is complicated by a recent decision of the Canadian section to adopt a constitution separate from that of the international union. The Ontario Labour Relations Board has ruled that, under the new constitution, the union is not the same organization as that existing before the change. A number of certifications of the union are therefore open to question.

The Mine-Mill union has also served demands on behalf of approximately 6,000 employees of Consolidated Mining and Smelting Company of Canada, at Trail and Kimberley, B.C. Demands are reported to include a 20-cent-an-hour wage increase and a health and welfare plan.

Differences between District 26, United Mine Workers of America, and the Dominion Steel and Coal Company's coal-mining operations in Nova Scotia remained unsettled at mid-April. A board of conciliation began efforts to settle the dispute in March. A request for a pay increase is apparently the main issue. Under the depressed conditions of the industry, wage rates have remained unchanged for the past four years.

New agreements were recently signed between the Dominion Wabana Ore Company and the United Steelworkers of America; McIntyre Porcupine Mines Limited and the same union; and the Canadian Johns-Manville Company and the National Union of Asbestos Workers (CCCL).

The agreement at Dominion Wabana covers some 2,000 iron-ore miners and provides wage increases as well as improved statutory holiday and annual vacation arrangements. The major new provision of the McIntyre agreement, covering gold miners in northern Ontario, is a reduction in weekly hours of work from 48 to 44 without loss of pay. At Asbestos, the new agreement for Johns-Manville employees is reported to include a 5-per-cent increase in wage rates plus improvements in vacations and the group sickness and hospitalization plan.

Steel—Negotiations have been in progress for several weeks between the Steel Company of Canada, Hamilton, Ont., and the United Steelworkers of America. The main issues are wages, vacations, pen-

sions and guaranteed pay. The matters are reported to have been referred to the conciliation service of the Ontario Government. During April, bargaining on similar issues began between the union and the Dominion Steel and Coal Company, Sydney, N.S.

Automobiles—A new agreement signed by the Studebaker-Packard Company of Hamilton and the United Automobile Workers of America is similar in many respects to the recently negotiated General Motors contract. The three-year contract provides wage increases of 18 cents during its life as well as a supplementary unemployment benefit plan. Negotiations in progress between the UAW and the Ford Motor Company of Canada concern union requests for a wage increase of 15 cents an hour, provision for a guaranteed annual wage, the union shop and other matters. The contract covering workers of the Chrysler Corporation does not terminate until August.

Electrical Products—Bargaining between the United Electrical, Radio and Machine Workers of America and the two largest producers of electrical goods, Canadian General Electric Company and the Canadian Westinghouse Company, has resulted in a new long-term contract with one of the companies. The new agreement applies to plants of Canadian General Electric in Toronto, Peterborough and Guelph. It is reported that wage increases will amount to between 30 and 45 cents per hour during the five-year term of the contract. Improvements were also made in premium pay arrangements, vacations, pensions and welfare benefits. The contract may, however, be terminated after three years. Eric Taylor, of Toronto, was appointed special mediator in the Canadian Westinghouse dispute.

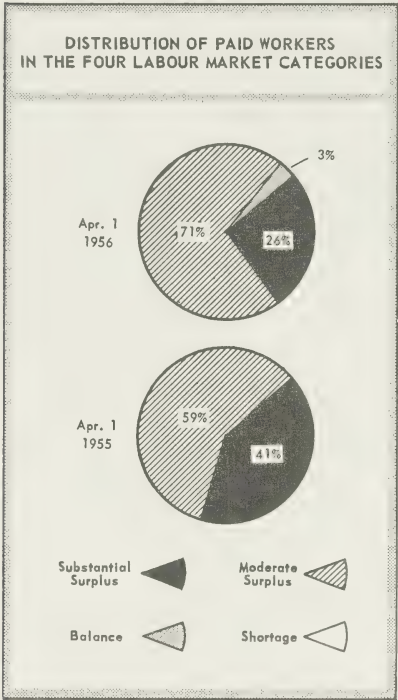
Pulp and Paper—Most labour contracts in this industry expire within the next few weeks and bargaining has begun on behalf of the employees of many firms. The principal unions in the industry are the International Brotherhood of Pulp, Sulphite and Paper Mill Workers and the International Brotherhood of Paper Makers. Agreement was reached in April with one group of mills in Quebec, New Brunswick and eastern Ontario owned by the Canadian International Paper Company. Under the terms of the two-year agreement, wages will be increased by 12 cents an hour this year and 5 per cent next year.

Rubber Products—The United Rubber Workers of America negotiated new labour agreements with the Goodyear Tire and Rubber Company and the Firestone Tire and Rubber Company. Wage increases amounting to 7½ cents an hour and 9½ cents for day-rate workers are reported for the Goodyear contract. For the Firestone contract, reported wage increases are 8 cents an hour for pieceworkers, 11 cents for hourly-rated employees, and 13 cents for mechanical tradesmen.

Work Stoppages

Preliminary figures show 22 work stoppages in existence during March 1956. These involved 3,243 workers in a time loss of 16,875 man-days. Corresponding figures for the previous month were 22 stoppages, 20,144 workers and 234,795 days. In March 1955 there were 13 stoppages, involving 2,297 workers in a loss of 15,752 man-days.

Manpower Situation in Local Areas



THE month of March marked the transitional period between winter and spring employment activity. As usual at this time of year, changes in the levels of local unemployment were very small. Labour market classifications changed in only nine areas, largely as a result of unemployment declines; five areas were reclassified from the substantial to the moderate surplus category, two from moderate surplus to substantial surplus, one from moderate surplus to balance and one from balance to moderate surplus. As a net result of these changes three fewer areas were in substantial surplus and three more in moderate surplus than a month earlier.

The classification of labour market areas continued to show substantial improvement over last year. At April 1, classification of the 109 areas was as follows (last

year's figures in brackets): in balance, 5 (0), in moderate surplus, 56 (44), in substantial surplus, 48 (65).

There was a slight improvement in the labour market situation in most local areas in the western regions; three areas in the Prairies and one in the Pacific moved from substantial to moderate surplus. In Ontario, some of the southern areas showed a slight improvement while some of the northern areas recorded further seasonal increases in unemployment. Seasonal reductions in logging resulted in small increases in labour surpluses in the Quebec and the Atlantic regions, one area from each region being reclassified from moderate to substantial surplus.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Apr. 1 1956	Apr. 1 1955	Apr. 1 1956	Apr. 1 1955	Apr. 1 1956	Apr. 1 1955	Apr. 1 1956	Apr. 1 1955
Metropolitan	3	5	8	6	—	—	—	—
Major Industrial	12	16	14	11	1	—	—	—
Major Agricultural	3	7	11	7	—	—	—	—
Minor	30	37	23	20	4	—	—	—
Total	48	65	56	44	5	—	—	—

*See inside back cover October 1955 *Labour Gazette*.

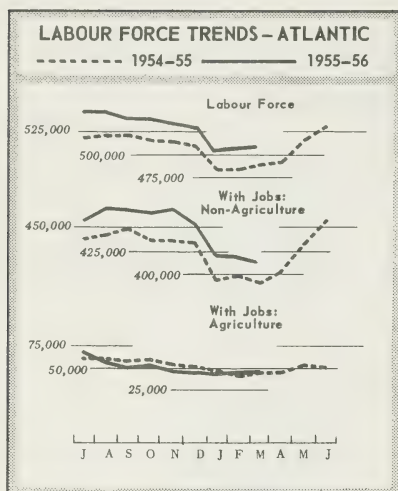
CLASSIFICATION OF LABOUR MARKET AREAS,

April 1, 1956

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec - Lévis St. John's Winnipeg	Calgary Edmonton Hamilton Montreal Ottawa - Hull Toronto Vancouver - New Westminster Windsor		
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	Carleton Place Cornwall Farnham - Granby Fort William - Port Arthur Joliette Lac St. Jean Moncton New Glasgow ROUYN - VAL D'OR ← Shawinigan Falls Sydney Trois Rivières	Brantford Guelph Halifax Kingston Kitchener Niagara Peninsula → OSHAWA Peterborough Saint John Sarnia Shawbrooke Sudbury Timmins - Kirkland Lake Victoria	→ LONDON	
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)	Charlottetown Rivière du Loup Thetford - Megantic - St. Georges	Barrie Brandon Chatham → LETHBRIDGE Moose Jaw North Battleford Prince Albert Red Deer Regina Saskatoon → YORKTON		
MINOR AREAS (labour force 10,000 - 25,000)	Beauharnois Central Vancouver Island Chilliwack Bathurst Bracebridge Bridgewater Campbellton Dauphin Drummondville Edmundston Gaspé FREDERICTON ← Grand Falls Kentville Montmagny Newcastle Okanagan Valley Owen Sound Portage la Prairie Quebec North Shore Rimouski Sorel Ste. Agathe - St. Jérôme St. Stephen Summerside Truro Valleyfield Victoriaville Woodstock, N.B. Yarmouth	Belleville - Trenton Cranbrook Dawson Creek Drumheller Goderich → KAMLOOPS Lachute - Ste. Thérèse Lindsay Listowel → MEDICINE HAT North Bay Pembroke Prince George Prince Rupert Sault Ste. Marie Simcoe St. Hyacinthe St. Jean Swift Current Trail - Nelson Walkerton Wayburn WOODSTOCK - INGERSOLL ←	Brampton Galt Stratford St. Thomas	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

ATLANTIC



EMPLOYMENT in the Atlantic region during March showed about the usual decline for the month, seasonal reductions in logging employment being the principal cause of the decrease. Persons with jobs at March 24 were estimated at 458,000, a total 4,000 lower than the preceding month but 26,000 higher than in March 1955. Manufacturing employment changed very little, though some layoffs occurred in shipbuilding following a decline in orders. The anticipated upturn in employment in the railway rolling stock industry was delayed by a steel shortage. The railways recalled workers who had been laid off

earlier in the season and fishing became more active but hirings in these industries were not sufficient to offset the seasonal reduction in logging employment. The normal spring pick-up in retail trade was delayed by heavy snow storms during March.

Construction occupations accounted for 40 per cent of the male NES registrations at the end of the month. As usual, the low point in employment in this industry was reached early in March. Considerable strengthening in employment is indicated by the survey of anticipated capital expenditures for construction during 1956, which shows notable increases over 1955 in all provinces of the region, except Prince Edward Island. Housing construction, which has a relatively high labour content, shows the greatest year-to-year strengthening, partly as a result of the National Defence project at Gagetown, N.B.

Total employment remained slightly higher than a year earlier. While logging accounted for most of the year-to-year gain, coal mining and the heavy manufacturing industries showed noteworthy employment increases over last year. Improved markets for coal were responsible for steadily increasing coal production and the recall of more than 200 miners since last fall. The iron and steel industry was operating at capacity and the railway rolling stock industry showed considerably more activity than a year earlier, despite the effects of slow steel deliveries.

During the month, one labour market area was reclassified from the moderate to the substantial labour surplus category. At April 1, classification of 21 areas in the region was as follows (last year's figures in brackets): in moderate surplus, 2 (3); in substantial surplus, 19 (18).

Local Area Developments

St. John's (metropolitan). Remained in Group 1. Employment and unemployment changed very little during the month. Activity in the construction industry had not developed to any extent but seal fishing got under way,

providing employment for approximately 400 workers. Total employment showed little year-to-year change.

Fredericton (minor). Reclassified from Group 2 to Group 1.

QUEBEC

EMPLOYMENT declined in the Quebec region during March although somewhat less than usual for the month. At March 24, persons with jobs were estimated at 1,433,000, a decrease of 8,000 from February 18 but an increase of 49,000 from March 19, 1955.

Labour surpluses increased most in logging areas, where cutting and hauling operations were almost completed. The beginning of the spring thaw made winter roads almost impassable and caused further layoffs in trucking. Lack of orders resulted in a slow-down in cotton mills but secondary textiles operated normally.

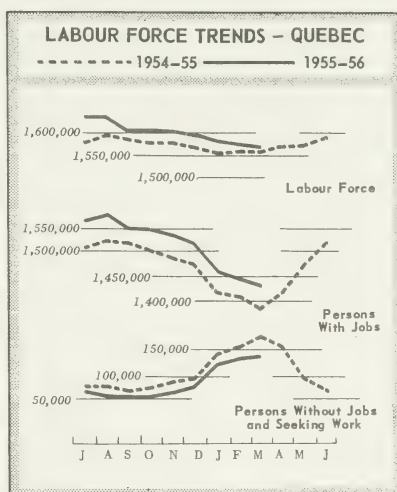
Some increases were recorded in the number of unskilled construction workers without jobs but registrations for work from skilled construction workers decreased. The number of unfilled vacancies increased in most skilled construction categories, indicating an upturn in this activity. Engineers and draftsmen were still in short supply.

The increase in labour surpluses resulted in the reclassification of only one local area from the moderate to the substantial surplus category. At April 1, classification of the 24 labour market areas in the region was as follows (last year's figures in brackets): in moderate surplus, 5 (3); in substantial surplus, 19 (21).

Local Area Developments

Montreal (metropolitan). Remained in Group 2. Labour surpluses decreased slightly during March because of expansion in most sectors of the manufacturing industry. Cotton mills and rubber footwear plants, however, were working on short time because of lack of orders and some sectors of the secondary steel industry were still hampered by shortages of steel. Construction employment was higher than last year. There were shortages of engineers, structural draughtsmen and shoe cutters and finishers.

Quebec-Lévis (metropolitan). Remained in Group 1. Labour surpluses increased seasonally in this area but remained lower than last year. The main increase occurred in logging, where cutting and hauling operations were almost finished; in construction, where winter projects neared completion and summer projects were not yet under way; and in road transportation, where some roads were closed to heavy traffic for the duration

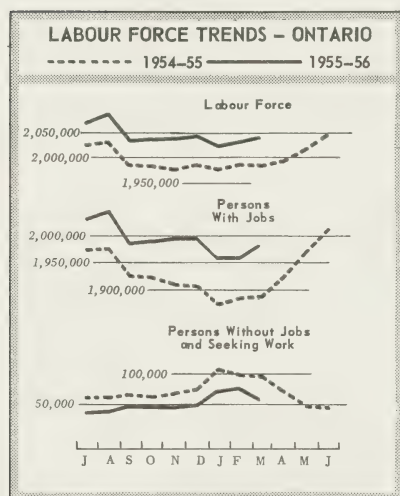


of the spring thaw. Primary textiles operated below capacity because of a large accumulation of stocks but secondary textiles operated normally. The leather industry produced at capacity and there was a shortage of shoe stitchers. Offset press operators and hairdressers were also in short supply.

Rouyn-Val d'Or (major industrial). Reclassified from Group 2 to Group 1. Following the usual pattern for this time of year, employment decreased seasonally in construction, transportation, sawmills, forestry and lumbering. The employment situation in general remained much better than in March 1955.

Gaspé (minor). Remained in Group 1. Labour surpluses increased seasonally in March and reached last year's level. The logging season was almost over and a number of sawmills closed down. Moreover, a mining firm in Gaspé had to curtail its operations because of a fire that almost completely destroyed its supply of electricity.

ONTARIO



AN upturn in manufacturing employment in Ontario and some increase in construction brought an earlier-than-usual spring rise in economic activity. Persons with jobs increased by an estimated 29,000 during the month to a total of 1,983,000 at March 24. During the same period in 1955 the number with jobs remained unchanged at 1,887,000. The increase in employment resulted in a corresponding decline in unemployment; a substantial decrease also occurred in the number of persons with jobs but temporarily laid off.

Nearly all manufacturing plants remained busy during March. The

General Motors feeder plants were back to capacity operations and workers on temporary layoff from Ford had returned to work by mid-March. Engineers, draftsmen and most skilled metal tradesmen were becoming scarce in most areas. The rubber clothing, textiles and leather products industries were all hiring some workers but furniture and electrical apparatus plants were still seasonally slack. Seasonal hiring of farm workers, lake seamen and construction workers began in many areas. In Northern Ontario, however, employment was at the seasonal low; logging camps had closed and the ground was still too wet and soft for hauling or construction work.

Three areas were reclassified during the month; Oshawa moved from the substantial to the moderate surplus category, London from moderate surplus to balance and Woodstock-Ingersoll from balance to moderate surplus. At April 1, classification of the 34 areas in the region was

as follows (last year's figures in brackets): in balance, 5 (0); in moderate surplus, 26 (22); in substantial surplus, 3 (12).

Local Area Developments

Hamilton (metropolitan). Remained in Group 2. Unemployment declined slightly during the month but at a slower rate than last year. Most manufacturing industries continued busy. Iron and steel plants were operating at capacity and plans were underway for substantial plant expansion this year. Textile plants were all busy but radio and electrical apparatus firms were still in the seasonal slack period. Engineers, draftsmen, skilled machine shop workers and foundry men were still scarce.

Ottawa - Hull (metropolitan). Remained in Group 2. Heavy snows resulted in further small increases in unemployment during the month. However, there were still shortages of professional, clerical and sales staff.

Toronto (metropolitan). Remained in Group 2. There was some reduction of labour surpluses during the month. Heavy industries continued busy and demand increased in the light manufacturing industries. Executive and professional workers, tool and diemakers, machinists, most metal tradesmen and skilled textile workers were in short supply.

Windsor (metropolitan). Remained in Group 2. There were some cutbacks in auto production schedules during the early part of the month but most workers had been recalled before the beginning of April. Skilled engineers, draftsmen, tool and diemakers and designers were scarce, partly because American firms have been recruiting skilled labour from this area.

London (major industrial). Reclassified from Group 2 to Group 3. The spring upturn in construction resulted in substantial reductions in registrations from both skilled and unskilled construction workers. Some hiring was recorded in heavy industries and welders, machinists, draftsmen and structural steel workers were in short supply.

Oshawa (major industrial). Reclassified from Group 1 to Group 2. Most of the General Motors feeder plants were back to full operations. Hirings began in the construction industry. Engineers, draftsmen and tool designers were scarce.

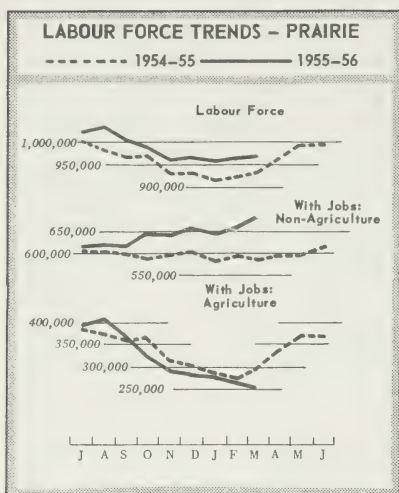
Woodstock - Ingersoll (minor). Reclassified from Group 3 to Group 2.

PRAIRIE

EMPLOYMENT in the Prairie region increased as usual during March after reaching the winter low point in early February. Persons with jobs in the region were estimated at 931,000 at March 24, an increase of 7,000 from a month earlier and of 49,000 from March 19, 1955.

Demand for farm workers increased throughout the region and early shortages were foreseen in Saskatchewan and Alberta. These may be aggravated by the large volume of construction planned for the region. Increasing job opportunities in agriculture and construction were partially offset during the month by the completion of pulp cutting at the Lakehead and layoffs in coal mining in Alberta. Shortages of engineers, geologists and draftsmen continued. Nearly all major areas in the region reported shortages of qualified stenographers.

Reflecting the seasonal strengthening in employment, three areas were reclassified during the month from the substantial to the moderate



labour surplus category. At April 1, classification of the 20 areas in the region was as follows (last year's figures in brackets): in moderate surplus, 16 (11); in substantial surplus, 4 (9).

Local Area Developments

Calgary (metropolitan). Remained in Group 2. Seasonal employment expansion was greater than usual as continuing mild weather during the month stimulated an earlier pick-up in outdoor activities. Construction and public utilities showed the most improvement and this was reflected in an increase in vacancies as well as a reduction in registrations on file at NES offices. Moderate in-

creases in employment occurred in agriculture and wholesale trade, and because of more attractive wages offered for non-farm work, orders for farm help were becoming difficult to fill. Manufacturing employment showed virtually no change during March, remaining about 8 per cent higher than a year earlier.

Edmonton (metropolitan). Remained in Group 2. Total employment changed very little during March. Logging, oil drilling and prospecting came to a standstill during the last week of the month as a result of road bans but employment reductions in these activities were partly offset by hirings in agriculture. Total industrial employment continued at a higher level than in March 1955, all major industry groups sharing in the increase. There were no acute labour shortages but vacancies for experienced hard rock miners were hard to fill.

Winnipeg (metropolitan). Remained in Group 1. Most manufacturing lines showed some seasonal expansion of employment. Other industries in the area remained fairly stable during the month. Construction occupations continued to account for about one-half of total registrations for employment. Carpenters were in steady demand at the Mid-Canada and DEW Lines but there was little local demand for these tradesmen.

Yorkton and Lethbridge (major agricultural). Reclassified from Group 1 to Group 2.

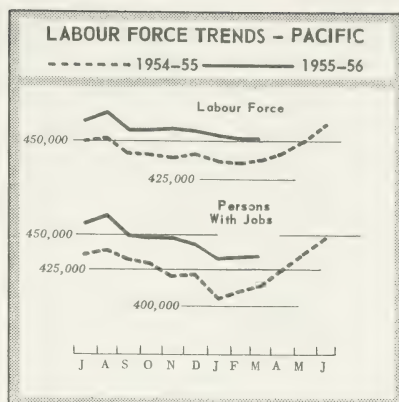
Medicine Hat (minor). Reclassified from Group 1 to Group 2.

PACIFIC

THE employment situation in the Pacific region showed further moderate improvement during March, although snow and poor road conditions continued to hamper logging and construction activities. Persons with jobs in the region were estimated at 436,000 at March 24, a slight increase from a month earlier and 22,000 more than in March 1955.

Employment expansion during March occurred mainly in the construction and related industries; smaller gains were reported in various manufacturing occupations. The construction industry was most active

in Vancouver Island and at Kitimat, although progress was also reported in other areas in the construction of plants, office buildings, public utilities and housing. In manufacturing, metal-working plants, cement producers, sawmills and shingle mills were working at or near capacity, except in areas where road conditions hindered the transport of logs. Mining was very active and exploration was increasing. Logging and transportation were hampered by road conditions and the service industry had not yet begun its seasonal upturn. Labour



surpluses were not expected to ease substantially until weather and road conditions improved but already there were indications in several areas of shortages of trained technical staff experienced in design and planning, of metal tradesmen, construction workers, nurses aides, experienced stenographers, typists, domestic workers and dairy farm hands.

The unemployment situation was much improved over last year. The number of persons registered for employment was about 15 per cent lower than last year, while job vacancies had almost doubled. Increased employment opportunities for men accounted for most of this change, which occurred mainly in the construction, manufacturing and service industries and in forestry. Recently released public and private investment estimates show the economic strength underlying the employment situation in the Pacific region: total investment increased by almost 30 per cent from 1954 to 1955 and even larger amounts are projected for 1956.

During the month, one labour market area was reclassified from the substantial to the moderate labour surplus category. At April 1, classification of the ten labour market areas in region was as follows: (last year's figures in brackets): in moderate surplus, 7 (5); in substantial surplus, 3 (5).

Local Area Developments

Vancouver—New Westminster (metropolitan). Remained in Group 2. Employment conditions continued to improve in March, showing much more strength than last year. Manufacturing registered gains particularly in the metal trades and in steel fabricating. Construction employment was higher than a month earlier despite some adverse weather. Raw material shortages and slow deliveries, particularly of logs and structural steel, were causing some concern.

Victoria (major industrial). Remained in Group 2. The labour market improved during the month, although heavy storms prolonged unemployment. The steadily increasing shortage of qualified tradesmen continued, particularly in the metal trades.

Kamloops (minor). Reclassified from Group 1 to Group 2.

Current Labour Statistics

(Latest available statistics as of April 10, 1956)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	March 24	5,536,000	+ 0.2	+ 2.5
Total persons with jobs.....	March 24	5,241,000	+ 0.5	+ 4.8
At work 35 hours or more.....	March 24	4,737,000	+ 1.4	+ 5.6
At work less than 35 hours.....	March 24	361,000	- 2.2	- 7.7
With jobs but not at work	March 24	143,000	-18.3	+15.3
With jobs but on short time	March 24	35,000	- 7.9	-25.5
With jobs but laid off full week	March 24	24,000	-17.2	+33.3
Persons without jobs and seeking work	March 24	295,000	- 4.2	-26.4
Total paid workers	March 24	4,118,000	+ 0.4	+ 7.6
In agriculture	March 24	78,000	- 3.7	- 4.9
In non-agriculture	March 24	4,040,000	+ 0.4	+ 7.9
<i>Registered for work, NES (b)</i>				
Atlantic	March 22	82,157	+ 6.4	- 2.7
Quebec	March 22	192,053	+13.8	-11.7
Ontario	March 22	130,941	- 6.1	-25.3
Prairie	March 22	79,823	+ 1.6	-16.2
Pacific	March 22	48,670	- 5.1	-19.3
Total, all regions	March 22	533,644	+ 3.6	-15.7
<i>Claimants for Unemployment</i>				
Insurance benefit	March 1	510,963	+ 7.1	-17.5
Amount of benefit payments	February	\$32,188,102	+30.7	- 7.8
Industrial employment (1949=100).....	Feb. 1	112.5	- 1.8	+ 6.3
Manufacturing employment (1949=100)	Feb. 1	110.3	+ 0.5	+ 6.5
Immigration	Year 1955	109,946	-	-28.7 (c)
<i>Strikes and Lockouts</i>				
No. of days lost	March	16,875	-	+131.0(c)
No. of workers involved.....	March	3,243	-	+64.6 (c)
No. of strikes.....	March	22	-	+85.0 (c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	Feb. 1	\$62.38	+ 3.0	+ 3.7
Average hourly earnings (mfg.).....	Feb. 1	\$ 1.47	- 0.1	+ 3.2
Average hours worked per week (mfg.)	Feb. 1	41.1	- 0.7	+ 0.2
Average weekly earnings (mfg.)	Feb. 1	\$60.54	- 0.9	+ 3.5
Consumer price index (av. 1949=100)	March 1	116.4	0.0	+ 0.3
Real weekly earnings (mfg. av. 1949=100).....	Feb. 1	124.7	- 0.5	+ 3.4
Total labour income	January	\$000,000 1,080	- 4.0	+ 9.0
<i>Industrial Production</i>				
Total (average 1935-39=100).....	January	259.3	- 2.3	+ 8.9
Manufacturing	January	261.8	- 1.6	+ 7.8
Durables	January	321.1	- 0.5	+ 9.0
Non-Durables.....	January	223.9	- 2.6	+ 7.2

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, October 1955 *Labour Gazette*.

(b) See inside back cover, October 1955 *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Notes of Current Interest

Building Trades Had Less Joblessness Last Winter

There was less unemployment in the building trades this past winter, the joint committee formed to combat the problem of winter unemployment in the construction industry (L.G., Nov. 1955, p. 1241) reported after its second meeting, held March 12.

The committee made plans for its next year's program; it will carry out an extensive campaign this summer.

During the past winter, the committee reported, good results had been obtained from a concerted promotional campaign on the federal, provincial and local levels. All member organizations of the committee in addition conducted their own campaigns. The committee agreed that the general public was now more aware of the problem.

Organizations represented on the committee, sponsored by the Canadian Construction Association, are: the Canadian Chamber of Commerce, the Canadian and Catholic Confederation of Labour, the Canadian Manufacturers' Association, the Engineering Institute of Canada, the National Housebuilders' Association, the Royal Architectural Institute of Canada and the Trades and Labour Congress of Canada.

The Department of Labour, the Unemployment Insurance Commission and the National Research Council are actively associated with the project.

Locomotive Engineers Ask 30-Per-Cent Raise

The Brotherhood of Locomotive Engineers last month opened negotiations with the Canadian National Railways' Central Region over its demand for a 30-per-cent wage increase.

The union's negotiators said the wage increase is being sought to catch up with prevailing rates in the United States and to adjust inequities between locomotive engineers and other railway employees.

The basic wage rate for Canadian engineers is \$11.73 daily for passenger

service and \$14.34 for through freight; for United States engineers, \$17.43 for passenger service and \$18.49 for freight runs.

4 Paper Mills Grant 12-Cent Wage Boost

Wage boosts and other benefits have been gained by 6,000 employees in four paper manufacturing plants located in Quebec, Ontario and New Brunswick, in two-year labour agreements concluded early this month in Montreal.

Pay increases amount to 12 cents an hour effective May 1, plus a further 5 per cent effective May 1, 1957. The new contracts will increase the base rate from \$1.53 an hour to \$1.65 until May 1, 1957, and to \$1.73 an hour thereafter to the end of the contract.

The unions involved are: the International Brotherhood of Pulp, Sulphite and Paper Mill Workers; International Brotherhood of Paper Makers; United Association of Plumbers and Steam Fitters; International Union of Operating Engineers; International Association of Machinists; and International Brotherhood of Electrical Workers.

Companies concerned are: the Canadian International Paper Company, New Brunswick International Paper Company, International Fibre Board Limited, and Masonite Company of Canada Limited.

Employees covered by the contract work in mills at Timiskaming, Gatineau and Three Rivers in Quebec, Hawkesbury in Ontario, and Dalhousie, N.B.

Other benefits gained in the new contract are higher shift differentials and company contributions towards the cost of hospitalization insurance.

Gross National Product At Record Level in 1955

Canada's output of goods and services reached record heights in 1955, being \$26,600,000,000, compared with \$24,100,000,000 in 1954, an increase of approximately 10 per cent, the Dominion Bureau of Statistics stated last month.

With prices of final products fairly stable, this increase represented almost entirely an expansion in the volume of production, which showed the largest gain for any single post-war year. Since the volume of output had declined somewhat in 1954, however, the increase over 1953 is less than the increase over 1954, being estimated at about 6 per cent.

Two Meat Worker Unions Agree to Amalgamate

The two major unions in the meat processing field have agreed to merge—the first to do so since the amalgamation of the American Federation of Labor and the Congress of Industrial Organizations last December.

They are the Amalgamated Meat Cutters and Butcher Workmen of North America (AFL) and the United Packinghouse Workers of America (CIO). The merged union will retain the name of the former.

470,000 Membership

The amalgamated unions will have a membership of about 470,000, including about 25,000 in Canada. The Meat Cutters claim 350,000 members, about 2,000 in Canada, and the Packinghouse Workers close to 120,000, about 23,000 in Canada.

Top offices of the combined unions will go to present officers of the AFL affiliate. Earl W. Jimerson will be President and Patrick E. Gorman, Secretary-Treasurer. Ralph Helstein, President of the Packinghouse Workers, will, it is assumed, be General Vice-president, a position provided for in the merger agreement.

The packinghouse union represents workers in almost all Canadian meat packing plants. The Meat Cutters have membership among retail butcher employees.

CCCL Seeks Information On Participation in CLC

The Canadian and Catholic Confederation of Labour is to meet with the heads of the other Canadian central labour organizations to examine the terms of its participation in the Canadian Labour Congress without giving up its identity.

This was the result of a plenary session held in mid-March at Quebec, where 150 delegates studied the course to be followed by the CCCL with regard to the merger of the Trades and Labour Congress and the Canadian Congress of Labour.

At the close of the meeting, a nine-member committee, appointed at the 1955 convention to study the problem of labour unity, was authorized to meet with the heads of the TLC and the CCL to find out the terms for the participation of the CCCL to the Canadian Labour Congress.

The resolution—there were only five opposing votes—asked the committee “to establish contact with the CCL and the TLC for the purpose of inquiring into the terms of participation of the CCCL in the CLC, without giving up its identity”.

At its last convention, the CCCL declared itself in favour of labour unity in Canada, seeing in it a fundamental condition for the advancement of labour. While noting that there are a number of ways of attaining this unity, either through organic merger, through agreement for joint action or through affiliation, the CCCL then declared itself willing to undertake a study of the best methods for attaining complete labour unity in Canada while keeping in mind the independence of the Canadian labour movement and the protection of the typical features of each group.

Discussing the decision of the plenary session, a spokesman for the CCL stated that last year his organization, as well as the TLC, paved the way for a merger of the CCCL with the new Canadian central labour organization. He specified that the agreement between the TLC and the CCL provides that “any other *bona fide* labour organization in Canada, be it local, provincial, national or international, may become a member”.

The admission of the CCCL, with a membership of 100,000 members, would bring the total strength of the new Congress to some 1,060,000 members.

U.S. Employment in 1955 Up 2 Million to New Peak

The average number of United States civilians employed during 1955 was nearly 2,000,000 above the 1954 figure, at a new peak of 63,193,000, the Census Bureau announced in its “Annual Report on the Labour Force: 1955.”

The total civilian labour force, consisting of persons able to work at least 15 hours a week, rose to 65,847,000, which was 1,379,000 above the 1954 total.

Labour Force Growth

The rate of labour-force growth was matched only twice before in the postwar period: in 1948, when large numbers of Second World War veterans were still re-entering the labour market, and in 1950, during the defence build-up for the Korean War.

Women, especially those past 35, accounted for the largest part of the labour force expansion. The number working or looking for work rose by 900,000 to an average level of 20,800,000.

At least 75,500,000 persons worked during all or part of 1955—another record. Of all who worked, 47,500,000, or 63 per cent, held jobs 50 weeks or more, compared with 43,700,000, or 61 per cent, in 1954.

Full Employment Said Advantageous to All

A recent survey in Australia disclosed that full employment has undoubtedly advantages for all sections of the community.

It means the full use of the available resources of manpower and permits the ready absorption into productive employment of the population, the Ministry of Labour Advisory Council stated.

For the wage and salary earner, it holds the manifold advantages of greater economic security and a wider choice of careers.

For employers, independent business and professional people, it means a larger demand for their products and services, and a wider scope for enterprise.

The survey concluded that Australia's employment, industrial and labour-management problems must be considered on the basis that full employment has come to stay.

The survey was made by the Ministry of Labour Advisory Council, which published a paper on the subject titled, "Some Problems of Full Employment."

Copies of the paper may be had on application to the Department of Labour and National Service, Century Building, Melbourne, Australia.

Output Must Keep Pace With Income Rise—U.K.

Full employment and stable prices can be attained in Britain, according to a Government White Paper, if certain conditions are fulfilled.

The solution, it says, lies in self-restraint in making wage demands and in fixing profit margins and prices, so that the total money income does not rise faster than output.

Experience over the past 10 years, the Government noted, has shown that the fuller employment is, the more likely it is that prices will rise.

The Government urged business to pass on gains from higher productivity by lowering prices and to raise its profits, not by maintaining high profit margins, but by expanding turnover.

To achieve increased productivity, the White Paper says, management must use the most modern plants and techniques and eliminate restrictive practices. Labour will also have to co-operate in adopting new methods and in dropping its own restrictive practices, the Government said.

Percentagewise, Women's Pay Boosts Exceed Men's

Reckoned on a percentage basis, salary increases were greater for female than for male clerical employees in Montreal last year, according to a survey conducted by the industrial relations section of the Montreal Board of Trade.

The survey, which covered 46,527 clerical employees of 610 firms, showed that in the year ending last October female workers' salaries increased 2.99 per cent, compared with 1.45 for those of male workers.

Hours of Work

The statistics obtained by the survey showed that 4 per cent of the office employees covered worked fewer than 35 hours a week, 27 per cent worked between 35 and 36 hours, 62 per cent worked from 37 to 38 hours, and 39 per cent worked between 39 and 40½ hours a week. Less than one-half of one per cent work on Saturdays, 95 per cent work a five-day week, 68 per cent are paid fortnightly, and 72 per cent are given supper money for overtime work.

India Announces Details Of Proposed Health Plan

A broad outline of India's future health program was given by Rajkumari Amrit Kaur, Health Minister, in an address to a meeting of the Central Council of Health.

The salient features of the program are: provision of adequate institutional facilities for organizing health services; facilities for training medical and health personnel; control of communicable diseases; provision of environmental hygiene; and a program of family planning and population control.

In the Second Five Year Plan, the Minister said, larger hospital accommodation was planned. Institutions were to be increased probably by 25 per cent and beds by 15 per cent.

Training Plans

The Minister said that it was proposed to set up more medical colleges, as well as to establish full-time teaching units in some of the existing institutions. Arrangements were also being made, she said, for the training of nurses, midwives, pharmacists, sanitary inspectors and other technicians at medical colleges and at larger hospitals not now used as training institutions.

The Minister said that it was proposed to establish more dental colleges in India.

Ontario MLA Suggests Labour Act Changes

The abolition of three-man conciliation boards and their replacement by one-man boards consisting of a conciliation officer was advocated by Robert Macaulay, MLA for Riverdale (Toronto), in a recent speech in the Ontario Legislature on the Labour Relations Act of the province.

While Mr. Macaulay in general commended the Act as "an excellent Act," he criticized it in some important respects, and offered several suggestions for its improvement. He urged that the Act should be administered entirely by the Labour Relations Board, instead of partly by the Board and partly by the courts, as at present.

Although the speaker believed in having "cooling-off" periods, he also believed that these periods at present were unnecessarily long. "There are two delays which I think can be eliminated or reduced," he said. "Firstly an application is made initially to the Labour Relations Board asking for its approval that the conciliation officer of the Department of Labour be brought into the picture. I think if the application were made, in the first instance, to the Department of Labour, as much as two weeks' time could be saved...."

Second Suggestion

"There is a second way in which the procedure can be stepped up," the speaker continued, "and that is by cutting out three-man conciliation boards altogether, thus having a conciliation board consist of the conciliation officer. The parties will know, when they utilize his services, and he discusses the problems with them, that there is no court of further jurisdiction to handle cases, and that this is the only step they can take, which means they have to settle or go on strike."

Failing the abolition of three-man conciliation boards, Mr. Macaulay said he wished that "some greater prestige and power could be placed in the hands of the conciliators of the Department of Labour". He thought that if the conciliation officers had wider discretionary powers to refuse applications for the appointment of conciliation boards, more cases could be settled by the conciliation officers without going on to a board.

With special reference to the General Motors strike, the speaker strongly objected to the Labour Relations Board being able to decline to give a decision as to the legality of a strike when application for a ruling on the matter was made to the Board by one of the parties in a dispute.

Mr. Macaulay went on to say: "The Labour Relations Act should be amended to provide that the Labour Relations Board shall, if it finds the circumstances are such that a strike or a lockout is legal or illegal, make the declaration for which the parties are asking."

He suggested that "courses could be offered at the University of Toronto and the Law School to personnel in the Department of Labour in relation to conciliation and labour disputes".

Pay of Board Members

The speaker took exception to the wide divergence of pay allowed to different members of the same conciliation board. "One member, simply because he is a judge, gets more than twice as much as the others; in fact, he receives more than both of the others combined. With the greatest respect, I submit he is not worth twice as much as the others," Mr. Macaulay asserted.

Citing the Teamsters union in particular, the speaker said that although unions had a right to make their own rules and means of enforcing discipline there should be some limit to the time during which a local union could be held under receivership or trusteeship by the parent union. He suggested a limit of six months, which could be extended by permission of the Labour Relations Board on application by the union. Mr. Macaulay said that at the present time four locals of the Teamsters' union in Canada are under trusteeship.

The speaker declared himself opposed to the compulsory incorporation of trade unions, which had been advocated in some newspaper articles recently. He based his opposition on two grounds: first, that incorporation offered no advantage in dealing with, or acting against, a union; and secondly, that since businessmen were allowed to operate without being incorporated there was no justification for forcing incorporation on labour unions.

The member also spoke against Government-supervised votes before or during a strike, taking the view that to make such votes compulsory would be an unjustifiable interference with the right of the unions to run their own affairs.

Mr. Macaulay furthermore opposed compulsory arbitration of labour disputes, as well as the suggestion that a conciliation board award should be made retroactive to the time a strike began. He believed that the question of retroactivity could very well be left to the parties to thrash out between themselves.

Predicts Automation In Offices in 10 Years

Automation will become general in business offices within the next ten years, Sir Robert Watson-Watt, radar inventor and electronic consultant, told the Seventh Annual Management Conference in Montreal last month.

In 15 years, automation will be general in mass production industries, while in 20 years it will invade machine shop operations, he believes.

Effect on People

He felt that 15 years are available in which to study the effect that automation will have on the people whose jobs it will replace.

Four other speakers at the conference did not challenge Sir Robert's estimate of the speed with which automation was coming. They were, however, unanimous in playing down the effects of automation on employment.

Murray Cotterill, Public Relations Director for the United Steelworkers of America, said that union leaders are telling workers that they need have no fear of automation.

He said that the process of collective bargaining was a check which labour could impose on management's too-hasty adoption of automation.

John Dickey, Parliamentary Assistant to Rt. Hon. C. D. Howe, Minister of Trade and Commerce, said Canada's expanding economy would provide alternative employment for those whose jobs were taken over by automation.

J. A. Calder, Vice-president and Treasurer of Imperial Tobacco Company of Canada and immediate Past President of the Canadian Manufacturers' Association, saw future job diversification in the expanding Canadian economy.

Mr. Calder noted that in 1939, some 1,350,000 were in agriculture compared with 800,000 now, whereas 650,000 were employed in manufacturing compared with 1,400,000.

Automation Only Answer To Employment Problem

Automation is the only solution to the long-range problem of employment, in the opinion of Ralph J. Cordiner, President of the General Electric Company. He also thinks it will be a boon to labour, the investor and the public.

He believes that in the next 10 years it will be necessary to increase industrial output by 40 per cent, and that only 14 per cent more workers will be available to do it.

He bases his arguments on what he terms the losing race between population and its demands on the one hand, and the labour force on the other.

Under those circumstances he believes "we either have to work harder and longer, or drastically raise the amount each of us can produce per unit of time".

In a speech in New York last month, Mr. Cordiner pointed out that if productivity is stepped up, workers' earnings can be greatly increased. They have gone from \$2,000 to \$5,600 at General Electric in 15 years, he said.

Steelworkers Will Seek SUB in 1956 Negotiations

A supplementary unemployment benefit plan (GAW) for its entire membership will be sought this year by the United Steelworkers of America.

Other items to be sought by the union's wage policy committee, which the union estimates may cost up to 20 or 30 cents an hour, will be more life insurance, expanded sick benefits, higher surgical reimbursements and extension of health insurance coverage to retired workers. It is also likely the union will seek to have the existing social insurance program placed on a non-contributory basis.

Can Industry Plan

The SUB plan to be sought, as part of the package deal, will be equal at least to the one negotiated last year in the can industry by the union (L.G., Sept. 1955, p. 1022).

Recently, the union turned down an offer of a jobless pay plan by International Nickel Company, "for two reasons."

The union felt it was highly improper for the company, prior to the opening of collective bargaining, to propose a unilateral plan without prior consultation with the union, on a take-it-or-leave-it basis.

Secondly, the union felt the Nickel proposal was "entirely unacceptable" because in its view it was a form of compulsory individual savings plan, not a joint-risk one.

India Proposes Joint Management Councils

Proposals for the establishment of management councils in certain industries, on which workers and management would be associated, have been approved by the labour panel of India's Planning Commission, it has been announced. The panel met under the chairmanship of Planning Minister G. L. Nanda.

Labour, Management Join In 6th Safety Meeting

A notable example of labour-management co-operation was provided when, for the sixth consecutive year, labour and management in the British Columbia paper industry joined forces to sponsor the Labour-Management Safety Conference, held recently in Vancouver.

During the two-day conference, delegates came from all parts of the province to discuss safety education, accident prevention and first aid, and to consider ways and means to improve the industry's safety record.

Labour was represented by delegates from the locals of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and the International Brotherhood of Paper Makers. Management delegates came from various companies engaged in the manufacture of pulp and paper products in the province.

The conference was preceded by the annual first aid competitions held by the Western Division, Canadian Pulp and Paper Association. Nine first aid teams, representing various companies in the division, competed for the Pulp and Paper Industry First Aid Trophy.

In a safety slogan contest held in connection with the conference, the slogan chosen as the best of the 368 submitted was: "Safety rules are your safest tools." Other safety awards and prizes were also presented during the conference.

It was reported at the conference that during the ten-year period since 1946, the accident frequency rate in the industry had been reduced almost 75 per cent.

On the other hand, R. M. Cooper, Vice-president of the Powell River Co., said: "We have slipped badly in our accident prevention work. Measured by practically every yardstick, the accident record was not as good as in 1954."

Comparing 1954 with 1955, he pointed out that "in nine mills operating under the standard labour contract the accident frequency rate jumped from 10.38 to 16.22, an increase of more than 50 per cent, while severity decreased from 2,372 to 1,721—29 per cent". In 1955, the nine mills had 205 lost-time accidents, against 131 in 1954, he reported.

The conference was addressed by Paul L. Phillips, President of the International Brotherhood of Paper Makers, who assured the delegates of the continued co-operation and support of the union in the fight to lower accident rates throughout the industry.

Another labour speaker was John P. Burke, President of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers. Mr. Burke said that a real union must be interested in the success of the company, and in the quality and quantity of work done by its members. The union, he said, must learn to give as well as to receive, and its members must realize that their success is bound closely to that of the company.

Speaking of the paper industry, he said: "Labour relations are better than in most industries. Management and labour are working together to save the lives and limbs of workers in the plants."

Retirement Counselling Provided by Swift Co.

A new retirement counselling program for its employees has recently been announced by Swift Canadian Co., Ltd., which has had a compulsory retirement age of 65 since 1916.

By questioning its pensioners, the company found five main sources of difficulty and trouble for retired persons: illness, use of leisure time, housing, employment and making ends meet.

Some pensioners, it was found, had some physical ailment or disability which should have been attended to before retirement. People with jobs and hobbies usually accustom themselves to retirement better than those who lack such interests. Those who own their houses find the sense of ownership and the maintenance of the house a source of interest and satisfaction.

Financial difficulties, the company found, could be minimized by forethought and preparation before retirement. People do not usually retrench until they have to, and consequently the reduction in income that retirement brings with it comes as a jolt.

The company has devised a five-step counselling plan. After 20 years' service an employee is sent a letter explaining his status under the company's retirement policy, and encouraging him to plan for the future. At age 60 and again at age 64 the employee is given an interview, which his wife is welcome to attend. His prospects after retirement are discussed and he is encouraged to study his financial position and to measure his skills in case he plans to look for employment.

The fourth step concerns the actual retirement, and the fifth step is a visit or a letter to the pensioner a year after retirement, and annually thereafter.

Retirement Should Be Voluntary—DVA Doctor

Retirement from work should come voluntarily or when the person is no longer able to perform his duties satisfactorily, in the opinion of Dr. L. F. Koyl, Director of the assessment unit at Sunnybrook Hospital.

Speaking on the subject of old age at the 36th annual meeting of the Health League of Canada, Dr. Koyl said: "Management and labour could have the assurance that all was fair if an outside, rigidly independent examining board were to give an annual opinion as to each person's suitability for retention in his job. The annual medical examination would have intrinsic value, apart from its re-employment function. Management, of course, must maintain its right to decide whether the employee's services are needed."

Dr. Koyl emphasized the importance of a gradual slowing down in the activities of older persons in preparation for retirement.

About 37 per cent of men 65 years of age or over in the United States held jobs in June 1955, according to a statement issued by New York State Department of Labor. More than one in five of these men were receiving a social security or other pension. About 9 per cent of women 65 and over were in paid employment.

Introduce Equal Pay Bills In U.S. Senate, Congress

Senator Irving Ives of New York last month introduced in the United States Senate an equal pay bill which provides "a method of implementing equal pay in much the same way that minimum wage is handled under the Fair Labor Standards Act". An identical bill was later introduced in the House by Congresswoman Frances Bolton and Congressman Carroll Kearns.

(A bill to provide equal pay for female employees for equal work was introduced in the Canadian House of Commons by the Hon. Milton F. Gregg, Minister of Labour, on January 12 and a similar measure was introduced by Mrs. Ellen L. Fairclough (Hamilton West) on January 16).

According to Mrs. Alice K. Leopold, Assistant to the U.S. Secretary of Labor for Women's Affairs, while 16 states and Alaska already have equal pay bills, "a federal law is necessary because a large majority of the states have not enacted equal pay laws".

U.K. Extending Equal Pay To More Occupations

The plan to provide men and women in Britain equal pay for equal work is expanding.

Originally, the scheme was implemented to cover women in the non-industrial civil service. They numbered 155,000 (L.G., March 1955, p. 270).

The scheme is now expanding into local government services, the teaching and nursing professions and the railways.

In local government, departmental grades, where there is common recruitment of men and women and conditions of employment are the same, women's wage scales are to be improved in seven equal stages.

Women in the teaching profession in both England and Wales will reach wage parity with men by 1961. Their salaries are also being increased in seven stages.

The equal pay scheme for nursing staff is identical to that applying to other civil service departments.

In the railways, pay for women will also be brought to parity with that of men in seven years. The scheme will apply only in posts where there is equal responsibility in every respect. The scheme is to be instituted early this year.

Paper Mill Unions' Council Opposed to Sunday Work

A strong stand was taken against Sunday work in paper mills at the 22nd annual convention of the Quebec and Eastern Canada Council, International Brotherhood of Paper Mill Unions, in Ottawa last month. The Council also indicated its intention of asking for increased wages or fringe benefits, or both, during the coming year.

Minister of Labour

Speaking at the annual banquet of the Council, Hon. Milton F. Gregg, Minister of Labour, said that 1956 could well be called a "year of destiny" for the pulp and paper industry.

Despite the technical advances that will undoubtedly be made in the industry during the next 25 years it will require at least 25,000 additional workers, Mr. Gregg said. The great majority of these will be highly-skilled workers, he added.

The story of the pulp and paper industry, the Minister said, was "a magnificent record of strike-free progress". Relations between management and labour were excellent and problems were settled over the conference table to mutual satisfaction.

Right Economic Climate Needed for Productivity

The best assurance of growth in productivity lies in preserving an economic climate in which rewards, whether to employers or employees, depend on efficient performance. This is the opinion of the Australian Department of Labour Advisory Council.

According to a recent news release of the Australian Department, the Council mentioned the following ways in which productivity gains may be distributed in widely varying proportions: to consumers through lower prices, to workers through higher wages and salaries and other improvements in working conditions, to proprietors and shareholders through higher profits, and to businesses and undertakings through the building up of reserves to provide for re-equipment and expansion.

The Council is well aware that there is no simple recipe for increasing productivity. Higher productivity is the outcome of improvements in efficiency in many and varied individual undertakings and involves the application of many different methods, it pointed out. Their application depends on incentive to increase efficiency, a consciousness of the need to raise productivity and a willingness by all concerned to attempt all the means available, the Council said.

Suggest Ways to Share Profits of Productivity

The sharing of profits earned through increased productivity should be determined equally with regard to the individual's contribution, the distribution of wealth and to social considerations. This was a conclusion reached by the Third International Congress of the International Catholic Secretariat for Technologists, Agriculturists and Economists, held at Montallegro, Italy.

The national associations represented at the Congress agreed that profits earned by increased productivity should be distinguished according to the method by which productivity was increased. Cited as examples of various methods were: increased speed of work; better utilization of equipment; organization, rationalization or standardization of work; improvement in human relations; new capital expenditure; improvement in markets and in occupational organization; or circumstances independent of the undertaking.

Measures of mechanization, the Congress concluded, should always be examined from the standpoint of how it can improve con-

ditions of work. The co-operation of the worker in this task was necessary, the Congress stated.

Night work should be reduced to the minimum, it said, and where two shifts are worked, each shift should not exceed eight hours.

Increases in productivity, the Congress said, should enable human relations in an undertaking to be improved.

"The personnel should be kept better informed and be more widely consulted. Remuneration should increase with productivity. In no case should the workers bear the cost of mismanagement in the shape of a reduction in the minimum wage.

"Careful management must provide for changes in the labour force in accordance with variations in productivity. Workers about to be dismissed must have a sufficient period of notice; this period should be longer where dismissal is due to increased productivity."

To enhance the welfare of mankind was the chief objective of increased productivity, the Congress stated. As long as the "minimum living standard" has not been reached it should be a priority target in every undertaking.

Measures to increase productivity, the Congress said, should be abandoned if they will eventually cause unemployment. The only exception to this would be the case of *force majeure*.

The Congress said the economic doctrine which regarded a proportion of unemployment as normal should be condemned as anti-social. Those who apply such a policy, it said, should pay the unemployed at the same rate as other workers.

Publish New Edition of "Trade Union Library"

A revised edition of *A Trade Union Library* has recently been published by the Industrial Relations Section of the Department of Economics and Sociology of Princeton University. The purpose of the book is to provide a catalogue of the most important sources of knowledge in regard to union organizational structure, collective bargaining, and governmental interposition in labour problems.

To quote from the Foreword of the book: "While designed originally for officers and staff of American trade unions, the previous editions of the bibliography have been widely used by librarians, teachers, and students. The current edition is designed for all of these groups and for others who are interested in exploring the rich written resources in this field of growing interest."

Health Insurance Covers 96% in Montreal Offices

Information obtained from 610 firms in the Montreal area shows that 96 per cent of their office employees are covered by hospital insurance, according to a survey covering 46,527 such employees conducted by the Montreal Board of Trade last year.

The survey also showed that 88 per cent of 101,439 hourly-paid employees of 341 firms in the area were covered by this type of insurance.

In the clerical group, 6 per cent of the employees have the full cost of their hospital insurance paid by their employer, 33 per cent pay their own insurance, while 57 per cent belong to a contributory plan.

Although most of the firms joining in the survey stated that they had no definite plan for paid sick leave, they all intimated that office employees are paid for time lost through illness, the length of such leave being at the discretion of management but depending on length of service and the employee's record.

In the hourly-rated group, 15 per cent have the entire cost of the plan paid by the employer, 15 per cent pay for their own insurance, and the other 58 per cent pay into a contributory plan. This is in contrast to seven or eight years ago, when 47 per cent of 70,280 employees surveyed paid their own insurance and 24 per cent belonged to a contributory plan.

The survey also shows that there has been a steady growth in the introduction of pension plans, which last year covered 91 per cent of the clerical employees and 80 per cent of the hourly-paid employees, the latter having increased 11 per cent in the last 11 years.

Percentages of clerical employees with the following benefits are: accident and sickness insurance, 54; group life insurance, 96; surgical operation insurance, 92; other forms of company insurance, 55.

Corresponding percentages of hourly-rated workers are: accident and sickness, 79; group life, 83; surgical operation, 72; other forms of insurance, 44.

By way of comparison, the findings of a study recently published by the New York State Department of Labor show that about 40 out of every 100 workers in the state are covered by hospital insurance fully paid by the employer, 20 per cent pay part of the premium, while the remaining 40 per cent have no hospital insurance.

For group surgical insurance, the proportions are similar. Group medical insurance for which the employer pays wholly or in part ranges from reimbursement only if the

patient is in hospital (which applies to nearly half the employees covered) up to unlimited medical service.

Little Change in 1954 in Co-operative Membership

The co-operative movement in Canada has experienced a continuous and rapid growth since 1933, although since 1950 the pace has not been so rapid, it is pointed out in the 23rd annual edition of *Co-operation in Canada*, a summary prepared by the Economics Division of the Department of Agriculture.

Total business reported for 1954 by 2,590 co-operatives with a membership of 1,266,022 amounted to \$1,015.1 million. The co-operatives had assets of \$462.9 million and members' equity was \$199.5 million, or 43 per cent of the total assets.

Although the number of associations reporting declined in 1954, consolidation of smaller associations probably accounted for most of the decline, the summary said. This is indicated by the very small change in the total membership.

Argentina Raises Wages, Bans Price Increases

Price control has been tied to wages by one of the recent decrees of the Argentine Government. Employers are now compelled to absorb the cost of wage boosts, rather than add them to commodity prices.

The second decree compels employers to give workers a 10-per-cent salary increase, retroactive to February 1, 1956, over and above any other raises which may be secured later through negotiation or higher productivity.

The Minister of Commerce, Dr. Llamazares, explained that the decree on price control was designed to prevent unjustified and artificial price increases. Maximum fines of one million pesos will be imposed on illicit gains.

The Government hopes the salary boost, coupled with the price control edict, will result in the higher productivity that the country needs to re-establish its sagging economy.

Observers have expressed the opinion, however, that the increase, although helping to balance partly the rising cost of living, is not high enough to incite workers to greater exertions.

Russia last month reduced the length of the work-week—from 48 to 46 hours. The Government has ordered that henceforth employees will work only six hours on Saturdays and on a day before a national holiday.

AFL-CIO Chiefs Call for "Substantial" Pay Boosts

A call for "substantial" wage and welfare increases was sounded at the mid-winter meeting of the executive council of the American Federation of Labor and Congress of Industrial Organizations. Expanded purchasing power is necessary to ward off a rise in unemployment and to give workers an "adequate share of the benefits of industrial progress," the council said.

The call for higher wages was part of an economic report, approved by the council, that predicted a slight increase this year in industrial output. The rise might not be sufficient, however, to provide job opportunities for those entering the labour force or for those displaced by automation, the report stated.

Other recommendations for keeping the economy strong made by the council were:—

That taxes be cut for the low and middle income brackets and raised for wealthy individuals and corporations.

That the federal minimum wage be increased to \$1.25 an hour and extended to additional workers.

That federal aid to education, housing, urban redevelopment, roadbuilding and hospitals be expanded.

That a federal farm program be devised to bolster the income of small farmers and encourage the consumption of farm products.

The most explosive internal issue yet faced by the newly-merged organization was peacefully settled at the meeting when the two principal union leaders in Detroit—Walter R. Reuther of the United Automobile Workers and James R. Hoffa of the International Brotherhood of Teamsters—agreed on a method of settling a bitter jurisdictional strike at the Packard Motor Co. plant. The plan of settlement included a pledge by both the rival groups to avoid future conflict.

Creation of a special committee to iron out disputes between overlapping unions over the affiliation to be assigned to new members was authorized.

The question of whether the AFL-CIO should give direct support to a candidate in the United States Presidential election was discussed at the meeting, but without any decision being reached.

Other matters debated by the Council included the organization of workers on large corporate farms, welfare fund abuses, and the reunion of West and East Germany.

Mr. Meany said that the meeting had been much more harmonious than he had expected, and he remarked that no friction had developed between leaders who had been fighting each other for 20 years before the merger took place.

One of the most beneficial results of the meeting was considered to be the progress towards better personal relations between former rivals.

New Book Is History Of Carpenters' Union

If the present United Brotherhood of Carpenters and Joiners of America contained only men who performed tasks done by carpenters before 1900, it is doubtful if it could muster 100,000 members. In 1947, it boasted a membership of 722,000.

This information is contained in a new book, *Empire in Wood*, written by Robert A. Christie and published by the New York State School of Industrial and Labour Relations, a unit of the State University of New York at Cornell University.

Changes that have occurred in the trade, since the union was formed, are covered in the book, which states at one point: "Since 1912 it has altered its jurisdiction so many times to absorb new crafts, industries and sub-industries that a list of its jurisdictional claims occupies two pages of the present constitution. . . ."

Some of the chapter headings: The Union, The Industry, and the Carpenter; Present Day; All That's Made of Wood; The Struggle for Power; The Worth of the National Union to the Carpenter.

Supreme Court in U.S. Rules on "Featherbedding"

United States unions which employ threats or force to compel employers to retain workers whose jobs have become redundant face the possibility of prosecution as a result of a recent Supreme Court interpretation of the Anti-Racketeering Act.

A lower court had ruled that such "featherbedding" demands were not a criminal offence under the Act since conduct of the kind was not made an unfair labour practice by the Taft-Hartley Act. But the Supreme Court took the view that an amendment to the Anti-Racketeering Act made in 1946 was "meant to stop just such conduct".

In the case before the Court the demands which were held to be illegal would have forced an employer to hire superfluous workers in connection with the use of earth-moving machinery.

"Must Show Shoppers Canadian Goods Best"

"If we want to assure ourselves that the Canadian market will buy 'Made-in-Canada' articles we have got to prove to Canadian women that these articles are the best they can get for the price they pay," said T. A. Rice, President of the Canadian Manufacturers' Association, in an address at Owen Sound last month.

Mr. Rice, who was urging Canadians to give favourable consideration to Canadian-made articles when doing their shopping, said that it must be pointed out to Canadian women, who spend 85 cents out of the Canadian consumer's dollar, that there are other things besides price and quality to be considered.

Labour Briefs to Provincial Governments

Ontario Federation of Labour (CCL)

The Ontario Labour Relations Act and the administration of some of its provisions came in for extensive criticism in a statement of legislative proposals submitted March 15 to the Ontario Government by the Ontario Federation of Labour (CCL). Changes in the Workmen's Compensation Act and other provincial laws were also suggested in the brief.

Labour Relations Act

"The Labour Relations Act provides no procedure for the orderly transfer of bargaining rights from one union to another where a merger or amalgamation has taken place," the Federation pointed out, requesting that the defect be remedied immediately.

As the Act stands now, the brief went on to say, "a union's bargaining position can be destroyed by a change in the corporate entity of a company. A company such as A.B.C. Co. can wipe out the seniority and other rights of employees by re-incorporating as A.B.C. Co., Ltd., while retaining identical management and other features of the business. We believe this is a matter that can only be remedied by proper legislation."

The provision of the Act that allows a municipality to remove itself from the authority of the Act was objected to by the Federation.

Long delays caused by going through the conciliation procedure were complained of.

The Federation reiterated its demand for check-off legislation, and its opposition to "the voting procedures now loaded in favour of management". It drew the Government's attention to "the ease with which a union can be decertified, or a group of apple-polishers can intervene to oppose a union, compared with the difficulty a union has in proving its union membership," and it suggested "that the

conditions for intervention or decertification be made similar to those of certification".

"The tendency of some companies to disregard the findings of an arbitrator appointed under the terms of an agreement as required by the Act...while employees are still denied the right to economic action as an alternative," was another complaint of the Federation. "If a remedy cannot be found to stop this practice then unions should be given back the right to strike on grievance during the term of an agreement," it said.

"We have been disturbed by the apparent policy of the Minister of Labour, under no condition to issue orders implementing the recommendations of commissioners under the Act," the Federation said, instancing several recent cases in which the reinstatement of employees dismissed in violation of the Act had been ordered but in which "the Minister has neglected or refused to issue the required orders".

With reference to a recent judgment of the Supreme Court which "apparently held that support or interference by the company in favour of employees seeking decertification need not disqualify the employees' application," the Federation said: "That section of the Act which gives to an employee the right to a union of his own choice must be made meaningful; if an amendment is necessary to convince the courts, then the amendment should be made immediately."

Workmen's Compensation Act

The Federation called for a halt to the "ridiculous" merit rating system which is currently being tested by the Workmen's Compensation Board.

The request was repeated that the present maximum compensation of 75 per cent of earnings up to \$4,000 annually be increased to 100 per cent of actual earnings.

The Federation asked the Government to remove the "injustice" as a result of which widows and dependents of workmen who died because of industrial accidents or diseases before April 7, 1953, were paid less than those who have become eligible since that date. Some recommendations were also made regarding accident prevention associations and the rehabilitation of disabled civilians.

Other Recommendations

The brief asked the Government to:—

Take steps to secure strict enforcement of the province's Fair Practices legislation.

Amend its legislation to provide a maximum work week of 40 hours, with pay at the rate of at least time and a half for overtime work, and a minimum annual paid vacation of two weeks for all employees.

Raise the statutory minimum wage to at least \$1 an hour for men and women in all occupations and industries, and to amend its equal pay for equal work legislation to specify "equal pay for similar or comparable work".

Take the initiative in launching local redevelopment programs in the municipalities, with special attention to "projects that will include low-rental, attractive accommodation for senior citizens".

Give careful attention to a number of matters regarding the educational system of the province. The Government was also pressed to make "every effort to obtain federal assistance in meeting both present and future educational requirements".

Automation

A six-point program to deal with "present and future problems that may be posed by technological changes in industry" was proposed by the Federation. The program included: the setting-up of a standing committee with representatives of labour, management and the public to study questions arising out of automation, and to protect the interests of citizens; assistance to students to enable them to delay their entry into the labour market and to train themselves better; training of workers who are displaced; gradual

reduction of the work week by law, without loss of take-home pay; assistance to workers who are obliged to move to other places; and provision of social security measures that will encourage earlier retirement.

Gas Pipeline

The brief expressed opposition to the "present plan whereby the federal Government and Ontario will jointly construct the unprofitable Northern Ontario link in a privately-owned pipeline" and urged the Government to set up a Crown corporation to distribute natural gas within the province.

Welfare Programs

Consideration of the cost of a health insurance plan, the Federation said, "must take second place to that of the tremendous job to be done in meeting the health needs of the people of Ontario". It expressed uneasiness about reports that the Ontario proposals were limited to basic hospital and diagnostic services, and said that it would be critical of the imposition of a "deductible" or "deterrent" charge. It urged that the administration of any health plan be given to "a government agency, separate and distinct from any voluntary hospital or medical insurance plans".

The brief expressed disappointment that the Government, in spite of the Federation's past representations, had not provided interim relief, pending a settlement with the federal Government, for the "thousands of unemployed who are not eligible for unemployment insurance, or have exhausted their benefits".

The Federation again urged the Government to grant an "adequate" supplementary allotment to the old age pensioners of the province, suggesting an amount of \$20.

The work done by voluntary groups to help retarded children was commended by the OFL, but it said that "the major responsibility lies with the Government to provide adequate physical facilities and trained personnel for the care, training and rehabilitation of these handicapped children".

Newfoundland Federation of Labour (TLC)

A number of changes in provincial labour legislation and the enactment of certain new labour laws were asked for by the Newfoundland Federation of Labour (TLC) in a brief presented to the Labour Legislation Review Committee recently set up in the province.

The committee has the duty of reviewing and considering changes in existing legislation, as well as of examining proposals for new legislation put forward by interested parties.

Labour Relations Act

Changes in the Labour Relations Act recommended by the Federation included: provision for a compulsory, irrevocable check-off of union dues if requested by a qualified bargaining agent; an amendment to prohibit employers from increasing rates of wages after notice to negotiate has been filed, or at any time before the conclusion of negotiations for a collective agreement; that an application for decertification should be entertained only after a vote of the employees has been taken, and after the lapse of at least two years from the granting of certification; and that an employer be required to show proof of necessity before discontinuing, suspending, or transferring, in whole or in part, his business or establishment. A number of other amendments to the Act were requested.

Vacations with Pay Act

The Federation pointed out that vacations with pay legislation was already in

force in seven of the ten provinces, and asked the Committee to study the legislation in other provinces with a view to recommending a suitable Act for Newfoundland.

Workmen's Compensation Act

The Federation suggested that the Committee should study the recommendations made to the Government by the Federation repeatedly in the past for an increase in the amount of compensation payable to injured workmen and their dependents.

New Legislation

The Federation asked the Committee to give earnest consideration to recommending the enactment of the following new laws: an Industrial Standards Act, an Equal Pay for Equal Work Act, fair labour clauses in government contracts, a Fair Employment Practices Act, and a Fire Department Act.

Proceedings of Parliament of Labour Interest

Fisheries Training Program

February 28

To a question put to the Minister of Fisheries by S. R. Balcom (Halifax) as to what financial assistance, if any, is given by the federal Government to provincial Departments of Fisheries towards a training program for fishermen in the repair and preventive maintenance of gasoline and diesel engines, the answer was "none".

Five-Day Week for Public Service

March 2

The Minister of Finance, in reply to a question by Stanley Knowles (Winnipeg North Centre) concerning extension of the five-day week to all categories of government employees, said the Civil Service Federation in its brief to the Government last fall advocated a course of gradual adoption of the five-day week and that the Government is considering it, along with all the other representations made.

National Housing Act

March 5

The Minister of Public Works moved that the House go into committee at the next sitting to consider the following resolutions:

That it is expedient to introduce a measure for the further improvement of housing and living conditions and for that purpose:

(a) to provide for payments of contributions to municipalities in order to assist in the clearance, replanning, rehabilitation and modernization of blighted areas, up to twenty-five million dollars and such other amounts as may be subsequently authorized;

(b) to increase the amount of a home improvement loan that may be guaranteed under Part IV of the National Housing Act, 1954; and to increase the aggregate amount of home improvement loans that may be guaranteed, from one hundred and twenty-five million dollars to two hundred million dollars;

(c) to increase the aggregate amount of all loans in respect of which insurance policies may be issued under Part I of the Act from two billion dollars to four billion dollars;

(d) to provide five million dollars out of which to pay expenses of Central Mortgage and Housing Corporation incurred in carrying out its responsibilities under Part V of the Act relating to housing research and community planning;

(e) to provide fifty million dollars for federal-provincial land assembly and housing projects; and

(f) to provide for a number of administrative and other changes deemed necessary for the more efficient administration of the Act.

March 9

The Minister of Public Works announced the Government's decision to increase the maximum interest rate on insured loans under Part I of the National Housing Act from 5¼ per cent to 5½ per cent. "It is the expressed policy of the Government," said the Minister, "to adjust the mortgage interest rate from time to time within the provisions of the statutory formula so that the lowest rate will be established which will attract on the market adequate mortgage funds."

Decentralization of Industry

March 5

W. G. Dinsdale (Brandon-Souris) presented a motion urging the Government to make all possible efforts to promote the decentralization of industry, particularly for defence purposes.

Capital Punishment and Lotteries

March 7

A motion, introduced by the Minister of Justice, was agreed to, authorizing the appointment of a joint committee of both Houses of Parliament to inquire into and report on the question of whether the criminal law relating to capital and corporal punishment and lotteries should be amended and, if so, in what manner and to what extent.

Small Loans Act

March 8

The Government bill setting a sliding scale of interest rates on small loans was given second reading and referred to the standing committee on banking and commerce.

Unemployment Insurance

March 8

The Minister of Labour was asked to make a statement in reply to representations made to him and an allegation by the director of the forestry service of the U.C.C. farmers' union, Samuel Audette, that lumberjacks who turned down job offers by the Unemployment Insurance Commission had their benefit payments discontinued. The jobs, it was said, were turned down because the men did not have the money to travel to localities where work was available or because the wages were below the average wood-cutting pay.

Mr. Gregg replied that he had requested the Unemployment Insurance Commission to investigate the matter "to see whether any unwarranted interpretation was being made of the Act against the workers".

March 15

Adding to his statement of March 8, the Minister of Labour said he had received a report from the Unemployment Insurance Commission which he would like to summarize.

Under the Act, the Commission has an obligation to refer workers to suitable employment when such is available, he said, and, when no suitable employment is available, to pay benefits to those workers who are eligible. It also has an obligation to find suitable workers for employers.

The Commission's offices in Quebec and New Brunswick received orders for a substantial number of bushworkers and had a considerable number of unplaced applicants who were eligible on their files and accordingly the jobs were offered to these applicants. Where employment considered as appearing suitable was refused by an applicant who was a claimant, benefit was suspended pending decision by an insurance officer.

Adjudication by insurance officers is being made and suitability of the employment determined on the following bases:

1. The rate of wages offered must be that prevailing in the area in which the employment is to be performed and not less than that offered by good employers in that area.

2. When a job away from home is offered to a bushworker who is a claimant, the minimum duration of the employment must be such as would enable him to earn at least ten times the amount of transportation expenses involved.

The pattern of employment followed by these persons is such that they habitually work away from home in the lumbering and logging industry, Mr. Gregg explained. This is taken into consideration by the insurance officer, as also is the length of time he has been unemployed, special domestic circumstances and the opportunities for employment in his home area.

Although the rates of pay offered would appear to conform to the above requirements, the Minister concluded, "nevertheless all of the suspensions of benefit already imposed will be reviewed in the light of these principles and, if the employment is found to be unsuitable, benefit will be restored in full".

March 12

Asked by O. C. Trainor (Winnipeg South) what the Government's intention was concerning coverage of construction workers under the Unemployment Insurance Act, the Minister of Labour replied

that the Commission has the matter under careful consideration and will make recommendations later on this winter.

March 27

Both United States contractors and Canadian contractors engaged in the construction or maintenance of the DEW line and similar projects must comply with the provisions of the Unemployment Insurance Act of Canada, the Minister of Labour stated in answer to questions put to him.

Canadian National Railways

March 14

In tabling the annual report of the Canadian National Railways for 1955 and the budget for 1956, the Minister of Transport announced that in its operations last year the CNR realized a surplus of \$10,717,689.

Health Insurance

March 15

Asked by F. G. J. Hahn (New Westminster) if it is the Government's intention that no national health program will be put into effect until such time as six provinces, representing over one-half of the population, have approved the agreement, or if it would consider modification of this plan to set it in operation upon the approval of any one province, the Prime Minister replied:

The policy that was expressed to the conference with provincial ministers was that if and when a majority of the provinces, representing a majority of the population of Canada, wished to put into effect some scheme of hospital and diagnostic services insurance, the federal Government would be prepared to extend technical and financial assistance in implementing the policy.

Immigration

March 19

The Minister of Citizenship and Immigration announced that, beginning April 1, 1956, assistance in family settlement will be paid to each immigrant or settler at the rate of \$60 a year for each dependent child under 16 years of age residing in Canada during the first year while family allowance is not payable. This assistance will be available only to immigrants taking permanent residence in Canada and to Canadian citizens returning to settle permanently.

Economic Rehabilitation

March 19

In a motion, Clarence Gillis (Cape Breton South) requested the Government

to consider the advisability of providing for the economic rehabilitation of people living in communities and areas where extreme hardships are resulting from the closing down of the principal industries, such aid to take the form of either direct government assistance in the establishment of additional or alternative industries in those areas or assisting the people to resettle in other communities where alternative employment can be provided.

The Budget

March 20

The budget papers presented by the Minister of Finance contained a section on employment and earnings. It included a chart and table on the civilian labour force.

Income Tax

March 26

Stanley Knowles (Winnipeg North Centre) asked if the Minister of Finance could give the House any further details with respect to press reports that his Department is considering the matter of medical expenses in relation to income tax. The Minister replied he had nothing to add to what he said in the budget speech.

Conditions of Employment on DEW Line

March 27

In reply to an inquiry by Mrs. Ellen L. Fairclough (Hamilton West) concerning conditions of employment on the DEW line, with particular reference to employment of Indians and Eskimos, the Minister of Labour gave the following information:

Arrangements between the Government of Canada and the Government of the United States, he said, provide that construction contractors will be required to give preference to Canadian labour and that the rates of pay and working conditions will be set after consultation with the Canadian Department of Labour in accordance with the Canadian Fair Wages and Hours of Labour Act. This, said the Minister, applies to all Canadians employed, including Indians and Eskimos.

Labour Income Statistics

March 28

In 1955, the estimated total amount of wages, salaries and supplementary labour income paid in Canada was \$12,861,000,000, the Minister of Trade and Commerce said, in reply to a question put by Irvin Studer (Swift Current-Maple Creek).

TLC-CCL Brief to Royal Commission on Canada's Economic Prospects

Joint submission says aims of country's economic development should be: highest possible standard of living for all, with maximum national income and fair shares; the preservation of a free, independent nation

"The highest possible standard of living for all ordinary Canadians, maximum national income and fair shares" should be the first aim of our economic development, the Trades and Labour Congress and the Canadian Congress of Labour declared in a joint submission to the Royal Commission on Canada's Economic Prospects at Ottawa on February 27.

In a 55,000-word document, the two Congresses, shortly to merge in the Canadian Labour Congress, placed as the second objective "the preservation of a free, independent Canadian nation, even at some economic cost," and third, "the preservation of the historic communities which make up the Canadian nation".

In seeking these objectives, "we are not isolationists," they said. "We recognize Canada's responsibilities as a member of the Commonwealth, NATO, the United Nations and other international organizations. We are not anti-American; we recognize and accept the uniquely intimate relationship of the Canadian and American economies." As proof of this, they referred to the fact that most of their members belong to international unions.

"But we also believe," they added, "that, within the limits set by the nature of the world we live in, Canada—its Government, its industry and its unions—should control its own destiny." The best proof of this, they pointed out, is that the new Congress is to be absolutely autonomous, affiliated with no organization outside the country except the International Confederation of Free Trade Unions, with which nearly all central labour organizations in the free world are affiliated.

The Congresses also urged efforts to assure equal progress throughout all regions of the country. The idea that one section should progress while another falls back is completely contrary to the principles of Confederation, they declared.

The two organizations were sharply critical concerning the proposed trans-Canada pipeline and charged the federal Government with having adopted a "give-away" policy to American industry, providing plants to the south of the border

with Canadian gas at rates far below those which would be charged Canadian industry.

Control of Canadian industry by American interests might take on new significance in the face of automation, they suggested.

Turning then to export markets, the Congresses expressed uneasiness concerning the proportion of Canada's trade with the United States. "It is the biggest and fastest growing market in the world," they commented, "but perhaps may turn out to be also the most unstable."

Consideration of health insurance as a factor in productivity and living standards was urged upon the commission. The Congresses proposed a national scheme, financed entirely by the federal Government, with administration by the provinces, or, as second-best, a federal-provincial plan with comprehensive coverage and the federal Government bearing most of the cost. The Government's present proposals fail to meet the immediate need, they asserted.

The submission also dealt with such matters as immigration, housing, transportation and collective bargaining.

Automation

There is urgent need for a comprehensive study of the possible effects of automation on Canadian industry, the memorandum stressed. Whether or not automation will cause mass unemployment will depend to some extent on the policies followed on such matters as full employment, it said, urging adoption of a full employment policy and government action to see that industries do not, under its impetus, take action detrimental to Canadian communities.

The influence of American industry is an important factor, said the brief.

Some of the problems are: whether American automated industries with branch plants in Canada will think it worthwhile to automate in Canada, or whether they

will close down here and supply the demand from their American plants; whether American automated industries will let us use their patents; whether we shall have to depend largely on the United States for our supply of automated equipment; whether higher pay in the United States will lure away all our brighter young scientists, engineers and technicians, and leave us simply unable to automate to any considerable degree because we lack the people with the know-how.

Already, the Congresses stated, there is a trend towards increased production without corresponding increase in employment; production in 1955 exceeded the 1953 peak but unemployment was also higher.

Beyond doubt, automation will destroy some jobs. Beyond doubt it will create others.

The jobs it creates will not be the same as those it destroys. They will be of a different kind and may be in different places. This means that the people displaced will have to be retrained or, if that is impossible, pensioned off or otherwise provided for.... The new jobs created may not be as numerous as the old jobs destroyed. There may not be enough jobs to go around.... No one really knows. That is one of the reasons why we so urgently need a thorough and careful study of the whole thing.

Full employment—as many jobs as there are workers—was regarded as a prerequisite to solving any unemployment problems automation might create. The labour groups said they recognized that in any free society there would be some people out of work but the presence of a general situation of full employment made solution of an unemployment problem a matter of detail.

Recognition of the responsibility of the trade union movement was expressed. On this the Congresses said:

People outside the movement are often disposed to be indignant when it asks for continually higher wages. Actually they should be grateful. If the trade unions did not continually press for higher wages—with due regard, of course, to ability to pay—they would be derelict in their duty not only to their members but to the nation. The highest wages industry can afford are absolutely essential to the maintenance of consumer purchasing power, on which, ultimately, the whole economy depends.

Suggesting that the introduction of automation might result in relocation of many industries, the memorandum said labour holds the view that it would be better to take industry to the workers, rather than workers to the industry. This latter action might result in creating ghost towns and causing heavy loss of capital invested in schools, hospitals, highways and other amenities.

THE GORDON COMMISSION

The Royal Commission on Canada's Economic Prospects was appointed by the federal Government to determine, as nearly as possible, what the immediate and distant future holds for Canada in the way of economic expansion.

Members of the commission are Walter Lockhart Gordon, Toronto, Chairman, partner of the chartered accountant firm of Clarkson, Gordon and Co.; Omer Lussier, Quebec, consulting forestry engineer; Dr. Andrew Stewart, Edmonton, President of the University of Alberta; Albert E. Grauer, Vancouver, President of the British Columbia Electric Company; Dr. Raymond Gushue, President and Vice-Chancellor, Memorial University, St. John's, Nfld.; and D. V. LePan, Secretary and Director of Research for the Commission, on loan from the Department of External Affairs.

Trans-Canada Pipeline

Charging that in its pipeline policy the federal Government had forsaken a traditional policy of retaining Canadian power resources for Canada, the memorandum said:

The present trans-Canada pipeline proposal is a gigantic give-away of a priceless and irreplaceable natural resource. It is a deadly threat to the future economic development of Canada, and a double threat, since it involves not only starving Canadian industry of power it needs but feeding American industry with what is withheld from our own. The delay in securing the approval of the Federal Power Commission presents the government with an unlooked for and undeserved opportunity of extricating the country at the eleventh hour from an impractical and improvident scheme, and doing now what it ought to have done in the first place: build the line as a public enterprise. Nothing less will discharge its duty to the Canadian people and satisfy the mind and conscience of the country.

Basically, said the memorandum, the Congresses favour, as far as possible, processing Canadian raw materials in Canada but even more vital is the necessity of keeping power resources for our own industries. This is now a definite policy as far as hydro-electric power is concerned but, it said, the Government seems to believe that this policy has no application to natural gas.

"What is needed is a national policy on the export of natural gas like the policy on the export of Canadian hydro power", the brief said. "Of such a policy there appears not only no sign; there seems to be no awareness of a need for it.

"... We think the line ought to be built in Canada. We think it ought to be controlled by Canadians. We think it ought

to be publicly owned. We think the gas should be made available first to Canadians and Canadian industry, and that we should export only what we do not need ourselves."

Unions' Role

On the role of labour unions in the economy, the Congresses said:

We believe the trade union movement, here and in other countries of the Commonwealth and western world, has been one of the main forces in making and keeping the economy dynamic. Unions have raised wages, shortened hours, improved working conditions, and by so doing have often forced employers to look for and adopt technological advances...

Unions have been largely responsible for social security. By raising living standards, unions have expanded the economy; by stabilizing income through social security, and through pressure for other methods of ensuring full employment, they have helped to stabilize the economy; not freezing it, but making sure that expansion should take place at a reasonably steady rate, not in a series of devastating booms and depressions.

By pressing for more and more education for the people, unions have helped promote technological progress. By introducing constitutional government into industry they have broken the despotism of the employer in the plant and given workers an orderly and peaceful means of controlling and improving their working conditions and raising their living standards.

Immigration

Canada needs a planned but flexible immigration policy, declared the Congresses. The possibility of rapidly changing conditions make it impossible to lay down a hard-and-fast long-term policy. Industry's absorptive capacity must be taken into consideration and such other factors as housing, living standards, the effect of new inventions and economic conditions outside Canada.

The Congresses renewed their proposal for an immigration advisory committee, representative of employers, workers, farmers, welfare agencies and other bodies, to advise the government on proposed changes in immigration policy.

Trade

Expressing concern over Canada's "heavy reliance" on imports from other countries, the brief said: "We have to import but do we have to import so much? We have to import certain foodstuffs and raw materials. But do we have to import \$3,096,000,000 worth of fully or chiefly manufactured goods as we did in 1954?"

The Congresses were particularly uneasy about the proportion of Canadian trade with the United States and the imbalance between exports and imports.

This section of the brief discussed also the position of under-developed countries and strongly urged international action to raise living standards in these areas.

Meanwhile, some of our industries, notably textiles, rubber footwear and sections of the ladies' garment industry, face serious, sometimes disastrous competition from the grossly underpaid labour of certain Oriental countries. The probability is that this is not a temporary situation; that, on the other hand, it is likely to continue to spread.

If the decision is to let some industries "go to the wall," said the brief, then provision will have to be made for the workers in these industries, through retraining and possibly moving them to other areas. But, it added, letting these industries die may not be in the national interest; there are other considerations. It is not only a matter of getting the product as cheaply as possible but a question of being sure of getting it at all.

Labour organizations, said the brief, were not suggesting that Canadian industries should be insulated against external competition but they were concerned about extraordinary competition. So long as Canada subscribes to the General Agreement on Tariffs and Trade, it should live up to its provisions in the spirit as well as in the letter, it said.

Transportation

"Failure of the government to face squarely Canada's transportation problems may seriously retard Canada's economic development," the Congresses declared. They called for a national transportation policy which would make the most economic use of all transportation facilities—rail, road, water and air.

The problem presents itself in the most acute form in the position of the railways, said the brief, and presents itself afresh every time the railway workers enter into negotiations with railway managements.

One of the problems Canadian railways are facing is that of road transport competition. They were not, said Congresses, proposing that the railways be placed in a privileged position, free of competition, but they were suggesting that the competition should be on a fair basis.

Instead of using a 1954 Privy Council decision to co-ordinate rail and road transport, they said, the federal Government has turned authority over to provincial boards. "Instead of one national body, carrying out a national transportation policy, we have a national body with a national policy for the railways, and a string of provincial bodies with a string of provincial policies for the highways."

Highways, Education, Housing

Heavy investment of "social capital" will be required to meet Canada's expanding economy, the Congresses stated. New highways, schools, hospitals, municipal facilities and housing will be needed.

Forecasts of increased numbers of cars and trucks emphasized the need for better highway systems, they said, and suggested that consideration be given to a separate system of highways to carry heavy truck traffic.

"There seems to us to be a real need for federal financial aid for education," the brief said. "We think this could be given without any interference with the provinces' jurisdiction. Certainly it seems to hold the only real hope for levelling up educational facilities and opportunities."

Estimating Canada's housing backlog at between 300,000 and 400,000 units, at the 1955 rate of reduction it would take nine years to eliminate, the brief said. Claiming that at least one-third, if not one-half, of all wage-earners' families are not in a position to buy the cheapest houses available under the National Housing Act without cutting down on other necessities, it said, "if Parliament wants to bring home-ownership within reach of lower-paid workers it will have to provide a much lower rate of interest. This would mean, in effect, a subsidy to home-ownership."

It was suggested that existing legislation could be extended to enable lower-income families to eventually purchase accommodation without a down payment.

More subsidized low-rental housing was also urged.

Conciliation

The conciliation procedure now followed in labour-management relations should be reviewed in an effort to improve collective bargaining, the memorandum stated. "Good union-management relations are important to Canada's economic development, notably because of their close relationship with productivity and living standards," it said.

Strong opposition to compulsory arbitration was voiced:

The right to strike is a basic civil liberty, since to deny that right is to remove the freedom of a worker to withhold his labour and to act in concert with his fellow workers to persuade an employer to come to terms. This is, we believe, as basic a right as the right of association or of free speech. Our society would be very much less free than it is now were the right to strike to be denied.

Compulsory arbitration "is an invasion of freedom," the labour organizations said. "By compelling workers to work against

their will, it subjects them to involuntary servitude. This is odious and repugnant in a free society."

There was general acceptance of the right of the state to intervene in disputes and the desirability of conciliation services. But, said the memorandum:

There is a feeling that the easy availability of the service, especially the conciliation board, tends to weaken the collective bargaining process and convert it from a vigorous exercise in informed give-and-take to a mere formality with both parties waiting for the board to make the disagreeable and sometimes politically inconvenient compromises for them.

There is a feeling that perhaps a single step conciliation procedure would be ample, eliminating the officer or the board; the tendency is probably towards a highly-trained and well-paid conciliation officer. Other questions which occur to those close to the conciliation process are whether it should be mandatory at all, whether a board of conciliation should make recommendations on terms of settlement once it has failed to bring the parties to an agreement, whether a three-man board should be replaced by a single appointee, whether a board's terms of reference should be restricted, and so on. Inherent in these and similar questions is the feeling that conciliation takes too long and is too cumbersome.

Prompt settlement of disputes in nationwide industries was hampered by the necessity of applying for conciliation services in each province, under varying provincial laws, it was observed. This leads to delay and confusion. Such industries, said the brief, should be brought under federal jurisdiction by declaring them "works for the general advantage of Canada".

American Influence

Concern over the "increased American control of Canadian industries" was expressed. At the same time, the Congresses said membership of Canadian workers in international unions is in no way a threat; the Canadian membership enjoys autonomy.

Since World War II, said the brief, investment from outside Canada has been increasing and now controls about one-third of Canadian business. Heaviest increase has been in United States investment.

One of the dangers is that policies laid down by United States firms for branch plants in Canada do not always operate to the benefit of the Canadian worker or Canadian public. This applies to export programs, control of patents, wages and working conditions.

Another serious aspect of the situation, said the brief, is the failure of companies to publish financial statements showing the exact position of their Canadian subsidiaries. "Canadians should know whether these concerns are making reasonable or unreasonable profits, and how much of what they do make they are re-investing here, how much they are sending across the line to their parent companies," the brief said.

Amending the federal and provincial Companies Acts to remedy this condition was proposed.

Turning then to the labour organization side, more than 70 per cent of Canadian trade unionists belong to international organizations, the memorandum stated. There is, it said, no evidence that Canadian unions have been forced by international labour organizations with which they are affiliated to adopt policies contrary to Canadian interests. The desire of Canadian workers to narrow the gap between their wage levels and those paid for similar work in the United States, often by the same companies, is a natural one and would exist regardless of union affiliations.

There is no evidence, they said, to support suggestions that international unions could "order" Canadian workers out on strike, and as to the charge that international

unions take large sums out of the country, "actually, probably at least half the dues stay with the local union. Much of what 'goes' to international headquarters doesn't cross the border at all but is deposited in Canadian banks, and very large payments, probably larger than what go out, come in for strike relief, etc."

Health Insurance

Describing the federal Government's proposal for national health insurance as "a first and halting step," the Congresses suggested the Commission might properly concern itself with health insurance because of the effects of health on productivity and the standard of living.

They proposed a plan financed entirely by the federal treasury and urged that if such a scheme is introduced by stages, there should be time limits set for each stage so that the Canadian people would know when they might expect a comprehensive plan.

As the first stage of such a program, the Congresses proposed general practitioner service, hospital care and visiting nursing service. Subsequently, the plan would be extended to provide consultant, specialist and surgical services, nursing and dental care, pharmaceutical and laboratory services.

CMA Brief to Gordon Commission

Canada's economic growth should continue with only minor intervention by government, Association declares. Subjects dealt with include automation, immigration, seasonal unemployment, and collective bargaining

Canada's economic growth thus far has taken place with only minor intervention by government; it is a spontaneous and not a planned development, the fruit of individual incentive and enterprise. This point was emphasized in the brief presented February 27 by the Canadian Manufacturers' Association to the Gordon Commission. This is the atmosphere, the brief contended, in which expansion should continue.

The increasing importance of manufacturing in the economic life of the country was pointed out. As early as 1929, manufacturing had accounted for 50.6 per cent of the country's net value of production, compared with 27.1 per cent for all primary industries combined; while the corresponding figures for 1953 were 55 per cent and 28.1 per cent respectively.

The percentage of the labour force engaged in manufacturing had increased from 15.9 in 1901 to 25.1 in 1955, the brief added.

Immigration

Canada needs a larger population, the Association believes. The sparseness of population makes the per capita services unduly high; an additional ten or even five million people would bring a welcome lightening in the national overhead per capita. The brief accordingly urged that since the natural increase was not sufficient to meet the expansion of which the country was capable, steps should be taken to ensure a sufficient flow of immigrants.

Immigrants required by manufacturing industry would include a high percentage

of skilled workers and, the Association suggested, "a reasonable proportion" should be "of British or Northern and Western European stock".

Automation

The brief expressed the view that although automation may at first cause some displacement of labour, experience shows that in the long run it will have the effect of greatly increasing employment.

"It may well be that the problem of the future will not be a shortage of jobs but a shortage of labour." The situation 25 years ago was recalled, "when mass production was regarded in some quarters with foreboding as certain to cause unemployment. The event proved that...employment opportunities...were substantially increased."

Automation, it was pointed out, would in particular add to the already growing demand for technically-trained persons. This meant that there would be an increasing need for a "well-developed and integrated program of university, technical and apprenticeship training".

Seasonal Unemployment

On the question of seasonal unemployment the Association had this to say, in part: "Everything possible should be done to eliminate what seasonal unemployment there is in manufacturing. Substantial progress has been made in this field, notably in the automobile, meat-packing, and food-processing industries. In addition to urging its own members to do everything possible to provide as much winter work as possible, the Association has taken counsel with the Canadian Construction Association with a view to collaborating with that body in urging that everything possible should be done to carry out new construction work and maintenance work in winter-time."

The brief also mentioned with approval the efforts which government bodies had made to time their purchases and the execution of their building projects so as to provide as much winter employment as possible.

Unemployment Insurance

"The 15 years' experience we have had of the working of the (unemployment insurance) system has demonstrated the soundness of its two leading principles," the brief said, "namely, that it should be contributory and that the benefits should not be so high as to impair the incentive to find work or return to it." The CMA

said that the new scale of benefits, being roughly 50 per cent of earnings, appears to be sound. But if the present scale were increased by supplementary unemployment insurance benefit it would be necessary to consider how much could be allowed without affecting the mobility of labour, the CMA warned.

Productivity and Wages

"As is well known, there is a definite and inescapable relationship between wages, prices and productivity," the brief observed. "This was recognized by the President of the Canadian Congress of Labour when he said, at a recent annual meeting of that organization, that there was no sense in demanding higher wages without a corresponding increase in productivity."

"Greater productivity," the brief added, "is the prerequisite not only to higher wages and profits, and lower prices; it is also the prerequisite to the security of jobs..."

The CMA referred to "the increasing tendency for trade unions to demand that wage rates paid in Canada should be raised to a parity with wage rates paid in the United States, meaning those States which pay the highest wages. This demand ignores the hard economic fact of the relationship between wages and productivity. Higher wages can be paid in the United States than in Canada because the productivity is substantially higher.... Thus the average gross national product per capita for the years 1950 to 1954 was in Canada, \$1,540; and in the United States, \$2,140, a differential of 39 per cent in favour of the United States."

Collective Bargaining

The brief said that "collective bargaining has been accepted as an integral part of our industrial system". But, it continued, "in appraising the effect of union policies and actions on our economic development it is important to bear in mind that unions are not merely the aggregate of their individual members. Unions have become institutions with great power and influence. As with all institutional bodies they have interests and aspirations which do not necessarily parallel the interests and aspirations of their constituents—their members. Unions, by the very nature of their power, have a great capacity for good or ill."

The Association went on to say that "despite some evidence of greater maturity on the part of some unions, certain union policies and actions, if persisted in, will impede Canada's economic development".

It criticized the over-readiness to resort to strikes, the "flagrant" flouting of the law

against mass picketing and the use of force and intimidation in strikes. It also complained that "in too many instances law enforcement agencies have been remiss in not enforcing our labour law, particularly the law with respect to illegal picketing".

Education

The Association said it has, "for over half a century, had a lively interest in technical and vocational training and classical and scientific education at both the secondary and university levels.... The Association is concerned with education now more than ever, particularly in the light of the more advanced and highly technical production methods in manufacturing.... The Association fears that, unless training keeps pace with technological development, the future of Canada as a great industrial nation, which now seems assured, may well be jeopardized."

Continuing, the brief emphasized the need for an elastic system of technical training to keep pace with changing methods. "However, no departure can be made from the basic principles of education which give men balance, understanding, perspective and an ability both to reason and communicate," it said.

Taxation

The Association protested the present top corporation tax rate of 45 per cent plus 2 per cent old age security tax on all profits of a corporation in excess of \$20,000 as "unduly high for the good of the economy

generally". This rate "leaves a corporation with only 53 per cent of its profits, at least half of which is usually required for keeping machinery, plant, and equipment up-to-date, and for further development," the CMA pointed out.

"As regards the individual income tax rate," the brief said, "the Association takes the view that, the rate structure being so highly progressive, the increase in the rates during the last 15 years has worked a real hardship on many taxpayers, particularly those in the middle income tax brackets, whose tax has increased from four- to six-fold. This has tended to discourage initiative. In these brackets come top salesmen, executives, managers, top technicians, engineers, research workers and other employees in offices of companies whose productive efforts should be encouraged instead of being discouraged. A further point is that... care should be taken that taxation should not act as a deterrent to taxpayers performing work in industry, as for example the \$250 limit set to the earnings permitted to married women before their husbands' tax exemption is reduced."

Other Subjects

Other subjects dealt with in the lengthy brief included excise taxes, sales tax, cost of government, profits, transportation, power, the home market, international trade, defence expenditures, non-resident control of Canadian industry, industrial development and research, industrial relations, combines legislation, and tariff policy.

CCCL President Appears before Gordon Commission

The impact of automation was the subject given the most attention by Gérard Picard, General President of the Canadian and Catholic Confederation of Labour, when he appeared before the Gordon Commission.

Mr. Picard stated that the CCCL is not opposed to automation, but he expressed some apprehension that, once it has become an established fact, governments will not take the necessary steps to solve the problems it will create, particularly those pertaining to education, housing and social security.

The CCCL did not submit a written brief.

Stating that at this very moment some workers are already being refused apprenticeship in certain trades due to their lack of education, Mr. Picard expressed the opinion that this problem will increase with the advent of automation.

He also predicted that automation will bring about the 30-hour week, especially in big industry. "Workers will thus have more free time to devote to their intellectual development," he said.

The President of the CCCL also stated that there should be closer co-operation between federal and provincial governments on housing. He suggested that the central administration should pay part of the interest rate on housing loans.

Mr. Picard also urged the adoption of additional social security measures because, with the advent of automation, a large number of workers will be replaced by machinery.

He iterated that the CCCL favours free trade, but that it advocates quantity control rather than tariff control for the protection of certain Canadian industries. He also suggested that a larger part of our raw materials should be processed in this country instead of being exported.

Meeting of Advisory Committee on Professional Manpower

Representatives of professional associations and government agencies and departments meet under Department of Labour auspices to exchange ideas and opinions on subject of professional and scientific manpower

To serve as a forum for the exchange of ideas and opinions on the subject of professional and scientific manpower in Canada, and to act as a consultative body to assist it in its work in this field, the Department of Labour in February convened an Advisory Committee on Professional Manpower.

Representatives on the Committee came from a number of professional associations and from government departments and agencies interested in professional manpower.

Major concern of the Committee was to increase the availability of information on professional manpower and to suggest ways to ensure its efficient use, the adequacy of training and sources of future supplies.

Since the Second World War, the Department has developed sources of information on engineers, scientists and related professional groups. The Committee was asked to comment on the effectiveness of the Department's program in relation to the growing need for authoritative information on professional manpower.

Committee members agreed that more information was needed on Canadian university graduates who go to the United States for post-graduate study and then lose touch with employment opportunities in Canada.

There was general agreement that the shortages of professional personnel that had existed in recent years would in all probability be a feature of the Canadian employment picture for some years to come. The problem was partly caused by the scarcity of technicians who could relieve professional workers of tasks vital to their work but not necessarily best performed by them. It was also pointed out that many engineers in highly technical industries have to be used as administrators and sales personnel because of the technical knowledge required.

In a brief address of welcome to those attending the meeting, Arthur H. Brown, Deputy Minister of Labour, said he believed the Committee offered the opportunity for free exchange of information and

opinions on professional manpower problems. He appealed for continued close co-operation between the professional associations and the Department of Labour in the Department's activities in the professional manpower field.

The increasing importance of scientifically-trained persons in Canada's developing economy and the need to maintain, for economic and defence purposes, an adequate supply of such persons were stressed by Mr. Brown.

Discussions on various topics were opened by members of the Department's Economics and Research Branch: "The Role of the Advisory Committee on Professional Manpower" by Dr. Paul H. Casselman; "Sources of Information on Professional Personnel in Canada" by Dr. W. R. Dymond; "Provision for Current Information on Professional Personnel" by P. B. Wolfe; and "The Outlook for Professional Manpower" by J. P. Francis.

Chairman of the meeting was Walter E. Duffett, Director of the Economics and Research Branch.

Dr. Paul H. Casselman

The Advisory Committee on Professional Manpower can be the means of achieving effective co-ordination of studies that may help in dealing with shortages of professional and technical personnel, Dr. Casselman told the meeting.

He described two of the contributions the Department was now making: publication of the "Technical Personnel Quarterly Bulletin" and the biennial survey of industrial requirements of professional personnel. He told the members that suggestions for improving and broadening the type of analysis being made by the Department would be welcomed at any time.

Dr. Casselman illustrated this point by indicating three areas which he believed required more intensive study. These were: the training of professional and technical personnel, the more effective utilization of professional personnel, and the substitution of qualified technicians for professional men.

Greater assistance from the professional associations and major employers of professional personnel would add considerably to a greater coverage by the Department's technical personnel register, he declared.

Dr. W. R. Dymond

To introduce his remarks, Dr. Dymond gave a brief history of the technical personnel register, noting its formation in 1941 as a means of keeping track of engineering and scientific personnel to assist Canada's war effort. He also noted its use in the early postwar years in assisting in the rehabilitation of technical personnel and the steps that had been taken to bring it up to date at the time of the Korean War.

A new function had now been added, he told the Committee—to serve as a source of material for research into technical and professional manpower resources.

There are no reliable figures, Dr. Dymond said, of the total of professional and technical personnel in the country. We do know, however, from university graduating lists and from records of the intended occupations of immigrants, how many are added to the pool each year; we also know the loss through emigration to the United States.

It was believed, however, that, for the professions covered, the register provided fairly representative coverage, he said.

P. B. Wolfe

The Department's arrangements for a continuing review of its information on technical personnel were explained by Mr. Wolfe. Surveying one-third of the register each year keeps a representative part of it current, so that it can be used as a current statistical sample. This also ensures that none of the information about an individual registrant is more than three years old, so that it serves as a valuable source of information on technically-trained persons in the event of an emergency. A continuing re-survey also makes possible the more efficient assessment of changing trends.

J. P. Francis

A continuing danger of quite serious shortages of the professional workers, particularly of engineers and scientists, was suggested by an analysis by Mr. Francis of the possible future trends in the supply of and demand for professionally-trained persons. Extracts from his address appear on page 393.

Dean J. F. Leddy

The critical problems facing Canadian universities were described to the Committee by Dr. J. F. Leddy, Dean of Arts and Science, University of Saskatchewan, and Secretary-Treasurer of the National Conference of Canadian Universities.

An inevitable crisis is approaching, he said, because of the relative lack of university facilities to handle the large increase in enrolments that will occur in the next 10 to 20 years. This, he asserted, was a problem affecting all groups in the community and must be faced as such.

Another serious problem was the acute shortage of well qualified teaching staff. The problem was urgent now, Dr. Leddy said, but would become critical with the anticipated increased enrolment.

Turning to the increasing demand for graduate engineers and the continuing shortages, he raised questions about the efficiency of their utilization in industry. He pointed out that approximately 50 per cent of the students entering first year engineering in most Canadian universities failed to graduate. This represented a serious waste of university facilities. He then suggested that in many cases the demand for engineers was, in a sense, inflated because highly skilled technicians could do work that engineers are now being called on to do. Dr. Leddy also commented on the transfer in industrial establishments of scientifically-trained persons from engineering to administrative tasks.

J. H. Legere

In dealing with the validity of the demand for engineers, J. H. Legere of the Dominion Council of Professional Engineers said that in some of the professional societies there was reason to believe that the shortage was not as acute as was popularly thought. He explained that because the distinction between an engineer and a technician was obscure, many employers seeking engineers were actually looking for highly skilled technicians. The apparent shortage of engineers resulted in part from the shortage of technicians, he believed.

Dr. Garnet Page

On the movement of scientifically-trained personnel to administrative jobs, Dr. Garnet Page, General Manager and Secretary of the Chemical Institute of Canada, suggested that in the engineering and chemical industry, there was a developing trend to promote technical personnel to positions of senior executive responsibility.

Discussion and Recommendations

Many members of the Committee felt that the loss of professional persons through emigration to the United States occurred mainly because Canadians who go there for post-graduate study often accept employment there after graduation. The Committee therefore recommended that a list of post-graduate students in the United States be maintained by the Economics and Research Branch.

During the discussion on this point, Dr. L. Austin Wright, General Secretary of the Engineering Institute of Canada, said he believed most Canadians studying abroad would prefer to return to Canada but that their lack of adequate information about employment opportunities in Canada made them vulnerable to offers from United States employers. He emphasized the need for a means of maintaining regular contact with such students and of letting them know of the Canadian jobs available and that Canada wants and needs them.

When discussing how to ensure that the names of qualified immigrants were added to the technical personnel register, some representatives of the professional association offered to keep a supply of the necessary questionnaires in the association offices and to ask immigrants to complete them when they applied for membership.

Belief that the classification system used in connection with the questionnaire needed revision was expressed by several representatives. Because a revision might delay the proposed re-survey, representatives were asked to begin immediately to suggest amendments to the classification system for their profession.

Representatives

Representatives who attended the meeting were: J. H. Legere and J. M. Muir, The Dominion Council of Professional Engineers; Dr. L. Austin Wright, The Engineering Institute of Canada; W. R. McClelland and E. G. Tapp, Canadian Institute of Mining and Metallurgy; Dr. Garnet Page, Chemical Institute of Canada; C. J. G. Carroll, Royal Architectural Institute of Canada; Lorne W. J. Hurd, Agricultural Institute of Canada; J. D. Coats, Canadian Institute of Forestry; Dr. D. C. Rose, Canadian Association of Physicists; Dean J. Leddy, The National Conference of Canadian Universities; Dr. F. T. Rosser, Director, Division of Administration, National Research Council; Dr. J. B. Marshall, Chief, Awards Branch, National Research Council; F. L. McKim, Chief, Personnel Branch, National Research Council; Dr. H. W. Jamieson, Director of Personnel, Defence Research Board; Dr. E. F. Sheffield, Director, Educational Division, Dominion Bureau of Statistics; G. H. Josie and Miss B. J. Stewart, Research Division, Department of National Health and Welfare; G. D. Mallory, Technical Adviser, Department of Trade and Commerce; Col. G. M. Morrison, Supervisor, Executive and Professional Division, National Employment Service; Dr. G. V. Haythorne, Assistant Deputy Minister, Department of Labour; Brig. J. E. Lyon, Secretary, Committee on Seasonal Unemployment, Department of Labour; and A. M. Sargent, K. N. Williams and Mrs. E. M. Glavin, Department of Labour.

The Outlook for Professional Manpower

Extracts from an address by J. P. Francis, Economics and Research Branch, Department of Labour, to the Advisory Committee on Professional Manpower

Most of the concern about professional manpower seems to revolve around the question of whether or not there will be a sufficient number in future to meet not only the needs of industry and the universities, but also those of government and the armed services....

Recent Trends

There can be little doubt that shortages of several kinds of professional people have been in existence in Canada for some time.... Most engineers and scientists have been almost continuously in short supply for many years. The demand for

many other kinds of professional people, such as commerce graduates, social scientists, architects, veterinarians—although not so insistent—has also been generally greater than available supplies.

The National Employment Service statistics on job openings and applicants registered illustrate clearly the difference in the labour market situation for engineers as compared with almost every other type of worker. For the period from 1947 to date we have found that they indicate a shortage situation for engineers that is not matched either in its extent or its continuity by any other occupational group....

Another piece of evidence comes from the regular reports the Department of Labour receives from field representatives who are regularly interviewing industry executives. Again, the picture is one of almost continuous shortages of engineers and scientists and also of shortages on many occasions of other kinds of professional people.

...The intensity and scope of these shortages does change as the general economic situation fluctuates. It is noticeable, for example, that when general employment expansion slows down, the evidence of shortages among professional people, other than engineers and scientists, becomes quite scanty. Even in the engineering field, there are certain specializations where demand seems to slacken considerably when economic conditions soften. On the whole, however, the past decade has been one of high employment, so that these tendencies have not been very prevalent.

The Department of Labour, in co-operation with the National Employment Service, has surveyed the major employers of engineers and scientists at two-year intervals to obtain estimates of their requirements for such people over the succeeding three years.... In the last survey, carried out in 1954, 39 per cent of the 774 firms contacted reported that they were having difficulty in recruiting professional personnel during 1952 and 1953. Only 24 per cent of the same firms, however, anticipated recruiting difficulties during the next three years....

Each year, the National Employment Service contacts most of the large employers of university graduates to find out their needs. A review of the results of these campaigns shows that the job openings available exceeded the number of graduates in each of the last four years for aeronautical, electrical, mechanical, metallurgical, mining and chemical engineers, and physicists....

Future Requirements

One obvious reason for the increasing demand for professional personnel has been the marked expansion of the Canadian economy during the past decade. Perhaps it is not too well realized, however, that the expansion of employment has been greatest in some of the very industries employing large numbers of engineers and scientists....

The industries showing the greatest relative gains have been aircraft, automobiles, non-ferrous metals, electrical apparatus, petroleum products, industrial

chemicals, fabricated iron and steel, construction, and public utilities.... With only a few exceptions, the industries that have led the way in our employment expansion are the very ones that employ relatively large numbers of professional people. The demand for engineers, scientists and others, therefore, has not only been stimulated by the rapid expansion of our economy but also by the direction of this expansion....

It is virtually impossible to tell whether this expansion will continue at the same rate and in the same directions as during the past decade. Perhaps it can be said, however, that if our labour force keeps growing at the same rate as during the past ten years, then employment, too, will have to increase if we are to avoid depressions.

We know that the labour force will continue to grow at an increasing pace for the next ten to fifteen years at least, because the people who will enter it have already been born. Barring a depression of increasing severity, therefore, employment, too, will expand....

...The increasing emphasis on research and development has been a result of technological discoveries that have occurred since 1939.... Some of these discoveries have already made their impact on industry. They are all based on the knowledge and skills held by engineers, scientists and other professional workers. It seems inconceivable that the need for such workers has come even close to its peak in view of the known practical potentialities of the discoveries still in the process of being transferred from the theoretical to the applied stage....

(Another) important factor is the need for professional people to teach at universities and colleges.... We are very near the point where requirements for teachers in almost every professional field will be increasing rapidly as enrolments expand ...

(In the armed services) the impact of recent technological discoveries has been an outstanding feature.... If the pace of these developments were to slacken, it would likely be at the peril of our national security. On any realistic view, therefore, the requirements for professional people in this area will be virtually insatiable for many years to come.

Future Supplies

The rate of population increase among those 15 to 25 years of age will probably be greater than for any other group. From estimates, it seems clear that the number of people in this group is likely to double

during the next 20 years.... It seems almost inevitable that more and more Canadians will want to obtain a university degree in the future.

Immigration of professional people has been running about 8,000 to 9,000 annually during recent years.... Offsetting this gain, of course, is the loss through emigration. Emigration of professional people to the United States has been running at about 3,000 to 4,000 annually.

If we look at the average experience of the last three years, we find that the emigration of professional workers to the United States has amounted to about 45 per cent of the total number of professional people entering Canada. In other words, for every two professional workers we obtain as immigrants, we lose one as an emigrant to the United States.

An analysis of these immigration and emigration data shows that our net gain is lowest in the case of civil, chemical and metallurgical engineers. It is even lower for such supporting occupations as laboratory technicians and graduate nurses. For all those classified as engineers, emigration to the United States has averaged about 32 per cent of immigration during the past three years, a figure somewhat lower than the average for professional workers as a whole.

Whether or not we will continue to benefit by the net migration of professional people to Canada is quite unknown; but I would think that as long as the difference in the attractiveness of employment between Canada and the United States becomes no greater than it is, we should continue to gain. The future in this field, though, will also depend upon the availability of professional people in other countries who will consider emigrating to Canada.

The problem of our loss of professional people to the United States is a complex one. It is tied up with the availability of high-calibre post-graduate training facilities there, the similarity of the two economies and cultures, the salary differential in their favour, and the greater apparent willingness of employers in the United States to make special efforts to recruit engineers and scientists and to offer them attractive working conditions.

...The number of (professional workers) becoming available over the next ten to twenty years will increase, and the amount of this increase will probably be limited only by the extent to which universities deem it wise to, or can, expand their facilities.

The picture, of course, will vary from one professional field to another. Students entering universities in the near future might show some decline of interest in science and engineering courses if there were any decrease in the quantity and quality of instruction in physics, chemistry and mathematics at the high schools due to a lack of teachers in these subjects. Also, in the science and engineering field, there might in future be some shift in emphasis, with more people being trained in institutions of the Ryerson type (Toronto) so as to give fully qualified professionals more technical assistance.

The over-all picture is fairly clear: a steady increase in the number of new entrants to almost all professional fields during the next decade.

The Main Problems

The information available on the demand for and the supply of professional workers is limited. This is perhaps the first problem to be solved.

There seems little doubt that (shortages of professional personnel) will continue—if not perhaps become even more severe—during the next five years.... After that, supplies of fully trained people in most fields will doubtless be rising markedly. However, there will be a continuing danger of shortages.

The probability of increasing demand for professional people, and the growing numbers of young people seeking such training, ... raises the problem of the most efficient utilization of professional people. To utilize a professional person in a professional capacity requires that supporting technicians be available to relieve him of a number of functions key to his work but not necessarily best performed by him. In many cases, these are tasks best done by skilled tradesmen....

The problem of the technician has often been raised but rarely fully considered. Perhaps the role of the technician should be formalized to a much greater extent than it has been.

The second major problem concerns training facilities both on a university and a technical level. There will have to be an increase in these facilities....

The third question concerns the problem of maintaining university educational standards. The expansion of university facilities could take place with less difficulty and cost if there were a dilution in the quality of instruction, i.e., larger classes, more classes per professor, hiring of less qualified instructors. This would be undesirable. One way of helping to avoid it,

in addition to an expansion of facilities, might be to exercise greater selectivity in admitting students to university...

The fourth major question concerns salary differentials. Part of the reason we lose professional people to the United States each year is the differential in salaries. We need more information on the nature of this salary differential and on the reasons for it.

To sum up, this analysis has suggested a continuing danger of serious shortages of

professional workers, particularly of engineers and scientists. This danger raises a number of important questions concerning the utilization of professional people, the adequacy of training facilities, the wisdom of trying to expand these facilities without at the same time doing something to restrict university entrance to students with high potentialities, and the causes and consequences of the salary differential between the United States and Canada.

Conference on Labour Arbitration

Some 400 representatives of labour, management and government attend one-day meeting arranged by the McGill Industrial Relations Centre

A one-day conference on labour arbitration, arranged by the McGill Industrial Relations Centre, was held in Montreal March 13. Some 400 representatives of labour, management and government heard two talks, participated in a panel discussion, witnessed a model arbitration case and listened to an address by Montreal Mayor Jean Drapeau.

This venture of the McGill Industrial Relations Centre, under the chairmanship of its Director, Prof. H. D. Woods, was arranged in collaboration with the American Arbitration Association, the Quebec Federation of Labour (TLC), the Quebec Federation of Industrial Unions (CCL), the Canadian and Catholic Confederation of Labour and the Montreal Board of Trade.

The first speaker, J. Noble Braden, Executive Vice-president of the AAA, commented briefly on the nature and function of labour arbitration. Describing arbitration as the oldest process known to man for the settlement of disputes, he pointed out that it does not involve horse-trading or compromise but is a *quasi-judicial* process whereby a third man is brought in to listen to the arguments and give a decision based upon the evidence submitted.

"If we continue to build up arbitration as means of settling disputes," he said, "we will help keep alive our democratic principles."

Mr. Braden was chairman of a panel comprising R. Mathieu of the United Packinghouse Workers of America, J. R. Ouellet of the Canadian and Catholic Confederation of Labour, L. Hemsworth of Canadian Industries Limited and P. M. Draper of Canada Iron Foundries Limited that discussed a variety of questions submitted from the floor.

Among the questions discussed were: What are the basic requirements for Arbitration? Should all problems affecting labour be submitted to arbitration? Does arbitration mean mediation? Which party prefers to go to arbitration? and Where can I find impartial arbitrators?

At the afternoon session, Joseph S. Murphy, Public Relations Vice-president for the AAA, spoke briefly on the preparation of a case for arbitration. He gave a suggested course of preparation, step by step, as well as a list of illustrations as to how parties can injure their case by faulty preparation.

The practice arbitration dealt with a discharge for illegal strike and showed the manner in which the ideal arbitration should be conducted.

The sole arbitrator was Jacob Finkleman, Chairman of the Ontario Labour Relations Board. The company spokesman was R. Caron and the union spokesman M. Lapointe.

While Mr. Finkleman found in favour of the company, his decision was reversed by his audience by a two-to-one vote.

Extracts from Address by Mayor of Montreal

At the meeting of McGill University's Industrial Relations Centre on the subject of arbitration in labour-management relations (see above), His Lordship Mayor Jean Drapeau of Montreal stated that "in the world into which we are entering, the atmosphere of human relations will become a prime factor of progress in all sections, since the different groups will be called upon to co-operate more and more closely at all stages of social life".

Mr. Drapeau noted three main types of relationships between management and the union in industry:

The armed truce—where each of the parties, fortified with its stock of arguments, watches the other like an adversary in a contest, with the shadow of the strike or lockout lurking in the background.

Active accord—which finds expression in mutual recognition of the fact that it is in the common interest to avoid conflict and to establish conditions which, being satisfactory to the worker, are conducive to the smooth running of the concern.

Close co-operation—which leads to a real community of labour.

According to Mayor Drapeau, this third stage presupposes a radical transformation of the atmosphere in relations between management and organized labour.

The worker is no longer solely one of the factors in production, one of the elements in the prime cost; he becomes

completely identified with the concern, which he is acquainted with and in which he takes just as much interest as does management itself.

Management realizes that an active, well-organized union is a real training school for the workers, since it watches over their intellectual and moral as well as their material well-being, and that it is, after all, the concern which benefits by this constant improvement in the human level of its employees.

In this perspective, mutual confidence becomes a certainty, leading management and union to a better understanding of their problems and of their position with regard to each other. Bargaining then becomes simply a phase in the co-operation which is manifest throughout the year, and is all the more likely to be successful since both sides are acquainted with all the questions involved and have nothing to hide from each other.

Instead of the antagonism which appears at the first stage, instead of the accord realized in the second type, starting from purely utilitarian considerations, we find here a sort of relationship which returns to the worker his place in the concern. The union is henceforth an ally, the worker an associate. Both parties have realized that the concern is their common business, from the social as well as from the economic point of view.

Mayor Drapeau stressed the fact that this type of relationship will not prevail on our continent in the immediate future. He predicted, however, that it will come eventually. "Within the framework of the concern, human relations will multiply constantly, and the scope of union activities will inevitably be extended."

Canadian Construction Association Submits Brief to Federal Cabinet

Building industry has expanded sufficiently to meet heavier demands. Amendments to National Housing Act to assist those with modest income to finance the purchase of a home urged in Association's submission

"The annual increase in the volume of construction during the entire post-war period has constituted one of the most powerful stabilizing influences in our overall economy," the Canadian Construction Association said in its brief to the federal Government on February 28.

"Direct employment and over \$1½ billion of purchasing power are being given each

year to over half a million Canadians engaged in the industry. The purchase of over \$2½ billion of a wide range of materials and equipment means employment to an even greater number of people in manufacturing, transporting and merchandising operations. In addition, many of the projects will serve to facilitate further economic development," the Association went on to say.

The prospects for 1956 are for a new record in the volume of construction, but for "exceedingly keen competition" in the industry, the brief said. In general the industry's capacity has expanded sufficiently to meet the heavier demands, the Association claims, but shortages of some materials, especially steel, are making themselves felt.

Housing

The Association commended the Government for the 1954 amendments to the National Housing Act and the Canada Bank Act, for eliminating the "end price rulings" last year and for the recent upward revision of appraisal rates.

The Association was optimistic about a continued level of house-building activity; but, it went on to say, "at the present time, most of those with NHA mortgages have annual incomes of \$5,000 or more. Relatively few earning less than \$3,600 a year finance the purchase of a house under the NHA and yet the intent of the original national housing legislation was to assist those with modest incomes to own their own home. Similarly, although there are provisions in the National Housing Act for projects to improve the housing standards of the low income groups, relatively little use has been made of them."

The brief reiterated the following recommendations concerning the National Housing Act:—

Extension of the 90-per-cent loan provision beyond the present \$8,000 lending value limit.

Creation of open-end mortgages for small homes designed to be enlarged later in accordance with future needs at the same mortgage rate.

Extension of the provisions of NHA loans to cover the purchase of existing houses, thereby enabling trade-in transactions at reduced rates.

Work on houses, the Association said, "should be adequately inspected to assure protection to the owner, the lending institution, CMHC and, indeed, the reputable builders." It added that "a proper inspection service in conjunction with further amendments to our housing legislation would serve to increase the calibre as well as the number of our new housing units."

Winter Construction

Appreciation of the efforts of the federal Government to promote winter employment by suitable timing of its own construction projects, and by encouraging winter construction on the part of other bodies or persons, was expressed by the CCA.

The Association has also been much encouraged by the support given by other national organizations to its efforts to increase the volume of winter-time construction and employment. Eight national bodies representing business, designers and labour are participating with the CCA in a joint committee set up last year to publicize the feasibility and benefits of winter-time construction.* Provincial governments, the Federation of Mayors and Municipalities, the chartered banks and other bodies have also shown very considerable co-operation.

The subject has become one of widespread interest to the general public and it is believed that much has been accomplished in overcoming the belief erroneously held by many that construction work carried out in the winter months is either of inferior quality or excessive in cost or both. Further efforts by all concerned to continue this education and promotional campaign are recommended to consolidate and increase the gains already made in bringing about a further reduction in seasonal unemployment in the construction industry.

Labour Relations

Periodic meetings of management and labour could help greatly in improving industrial relations, the Association said, and it hoped that "the National Joint Conference Board of the Construction Industry, which met over a period of years under the auspices of the Department of Labour, may once again function.

"Now that the Trades and Labour Congress has agreed to amalgamate with the Canadian Congress of Labour, it may be that it will also be agreeable to sit down with the Catholic Syndicates (CCCL) on the National Joint Conference Board, thereby giving representation on a national basis to construction trade unions," the brief added.

General agreement with the recent changes in the Unemployment Insurance Act was expressed in the brief. It drew attention to a resolution passed at the Association's recent convention urging an amendment to federal labour legislation to require the use of secret ballots under government supervision in strike votes, a practice successfully followed for several years under four of the Provincial labour codes, the Association said.

Technical Training

The efforts of the federal Government to increase the number of skilled workers through its assistance in trades training programs were commended. The Association recommended "a concerted, co-ordinated promotional campaign by all

*The Department of Labour and the National Research Council are actively associated with this project.

interested parties...to publicize to boys, their parents and others influencing their selection of a vocation the opportunities available through trades training; and to contractors, trade unions and manufacturers the necessity of larger and better training programs."

Immigration

"It is strongly recommended," the brief said, "that the facilities of the Department of Citizenship and Immigration be used to the utmost to encourage an orderly program

of selective immigration on a larger scale than took place in 1955."

The Association contended that "the smallness of our producing and purchasing population is a fundamental factor retarding our country's economic progress. The nature of many construction projects," the brief continued, "is such that members of our industry are perhaps particularly conscious of the fact that the effective development of our natural resources will depend in large measure on increasing the population at a faster rate than is possible through natural growth."

6th Meeting, Apprenticeship Training Advisory Committee

Agrees, in joint session with provincial Directors of Apprenticeship, that apprenticeship training has increased in last few years but need still exists for more apprentices, especially in industrial trades

A joint meeting of the Apprenticeship Training Advisory Committee and provincial Directors of Apprenticeship was held in Ottawa on February 21 and 22. It was the Committee's sixth meeting.

It was agreed that, while there had been an increase in apprenticeship in the last few years, there was still a need for more apprentices, especially in the industrial trades. The Committee also believed that a willingness by more employers to hire apprentices was one of the greatest needs in the apprentice training field.

Many of those present also believed that a much wider public interest in the need for skilled tradesmen and the value of training was necessary before a sufficient number of skilled persons would be available to meet the growing demand.

In a report on apprentice training in the building industry, R. H. Foss, Chairman of the Canadian Construction Association's Apprenticeship Committee, declared that efforts should be made to impress upon employers the necessity of giving help to apprentice training and to impress on apprenticeship committees the need for more and better trained mechanics.

Another speaker, G. C. Bernard, Manager of the Canadian Manufacturers' Association's Ontario Division, thought it was time for a new look at apprenticeship. The complete text of his address appears on page 405.

In a resolution, the Committee expressed its appreciation of the work done in preparing trade analyses and urged the federal Government to make additional analyses.

The conference was under the chairmanship of Dr. George V. Haythorne, Assistant Deputy Minister of Labour, who was acting in the absence of Percy R. Bengough, President Emeritus of the Trades and Labour Congress of Canada.

Hon. Milton F. Gregg

Hon. Milton F. Gregg, Minister of Labour, opened the conference.

The Committee's work was of particular importance now, when the trend towards automation in industry was increasing, he said.

Mr. Gregg urged those concerned with apprentice training to work towards increasing training opportunities and encouraging young people to attain the skills that are so important to Canada's economic development. He suggested that industry might do much to assist Canadian youth by assuming responsibility for selecting, guiding and training suitable young persons in apprentice trades.

Supervisor of Trade Training

A plea that the young people who are being trained as apprentices should be given the advantage of good buildings

and facilities, well organized courses and challenging programs, was put forward by S. R. Ross, Supervisor of Trade Training, Canadian Vocational Training Branch, Department of Labour, in his report to the Committee.

The average age of trainees is increasing, he reported, and the standard of previous schooling is higher than it was.

Since many expert tradesmen have no knowledge of how to teach apprentices, the Department, Mr. Ross said, had last year promoted a program of training for teachers, with 33 persons enrolled for the first course. This plan had been so successful that it would be continued.

Mr. Ross emphasized the importance of training in school. "I personally look on much of the training on the job as extremely luke-warm. This can result from various circumstances and this work experience can bog down into a matter of time-serving or become a cheap-labour proposition. In-school training can be a tremendously valuable experience."

The greatest obstacle to increasing the number of apprentices is the difficulty of finding employers who were prepared to train young men while they were working, and for this reason pre-employment and pre-apprenticeship training is being more and more considered, Mr. Ross said.

In spite of various handicaps, the apprenticeship program continues to expand, the report said. At June 30, 1954, there were 6,618 apprentices active in eight trades, and at December 31, 1955, the number had increased to 7,490.

Efforts are being made, Mr. Ross said, to find ways and means of training employees of the federal Government and its agencies to fit them for skilled jobs. These efforts, he asserted, are bearing fruit.

The percentage of apprentices who have dropped out before completing their training was shown for various trades in a table attached to the report. The three trades in which the percentage was highest were: painters, 39.2 per cent; carpenters, 34.0 per cent; and sheet metal workers, 30.8 per-cent.

The percentage of apprentices who complete their training was highest for: bricklayers, 57.1 per cent; plasterers, 50.6 per cent; and carpenters, 46.8 per cent. The actual numbers of apprentices in the first two trades, however, was small.

Provincial Directors of Apprenticeship

Edmund Allen, British Columbia

Depending on his age and progress, a prospective apprentice receives credit on his period of apprenticeship at least equal

to the time he spends on a technical school course, and sometimes double this time, reported Edmund Allen, British Columbia Director of Apprenticeship, in connection with a proposal to reconsider the amount of credit allowed in an effort to reduce the number of drop-outs and increase recruiting.

A study of the reports received from directors, Mr. Allen said, showed that the credit granted had little effect on drop-outs or on recruiting.

Employer groups generally, he stated, complained that credit already allowed to ex-servicemen for vocational courses and for experience in the armed services was excessive. Some teachers in both regular and technical schools wanted two or three years' credit to be given to technical graduates. Union groups, he said, thought that school training did not take the place of experience on the job, and that a boy should not have to assume the responsibilities of a journeyman too soon after leaving school.

The Apprenticeship Advisory Committee, he reported, took the view that it was not intended that vocational school training should shorten the period of apprenticeship, but rather that technical education should improve the quality of the tradesmen trained by industry. Teachers, the Committee said, were inclined to over-emphasize the credit a student might get, because it helped recruiting for their classes.

G. H. Simmons, Ontario

Information from various sources indicates that the present apprenticeship training programs are soundly based but, in order to keep pace with modern trends and developments, efforts should be made to improve still further the quality of training being given both at school and on the job, said G. H. Simmons, Director of Apprenticeship for Ontario, in his report on "The Effectiveness of the Apprenticeship Programs".

"There can be no doubt that the total product of the organized apprentice training plans across Canada has been a most effective factor in the recent industrial expansion of this country. In spite of this, however," he continued, "there is a general consensus that the present programs have not been fully effective in providing an adequate supply of skilled men. The slack has been taken up by heavy immigration and the use of new materials and methods."

Mr. Simmons said that the apathy of many employers in the trades concerned seemed to be the greatest handicap to the expansion of apprenticeship training. Although a number of employers have for years been successfully engaged in training apprentices, "there are those," he said, "who have no interest in apprenticeship and seek skilled help through any available channels".

He made a recommendation, which was unanimously approved by the meeting, that "everything possible be done to assist employers to train apprentices on the job by means of job training syllabi and other training aids".

J. Aiken, Manitoba

"We might be well advised to concentrate for some time on uniformity of curricula and essential standards," J. Aiken, Manitoba Director of Apprenticeship, told the meeting.

He gave this advice after reporting on the results of a survey of the nine provinces that actively carry on an apprentice training program to ascertain whether apprentices receive a certificate at the end of their term and, if so, whether the apprentice has to undergo a written examination, a practical examination, or both.

He reported that all provinces issue a certificate of qualification on satisfactory completion of the apprenticeship term. In some provinces, he pointed out, the certificate is called a certificate of apprenticeship or a competency card.

The replies to the question on the holding of examinations showed great diversity, Mr. Aiken reported.

To show that industry was beginning to give some thought to the problem of uniformity of trade standards throughout Canada, he quoted a resolution adopted at a meeting of representatives of automotive trade associations in eight provinces, which called for a study of the possibility of adopting a plan in all provinces whereby curricula of the schools for training apprentices would be the same, the final trade test would be the same, and thus a certificate of qualification would be recognized in all provinces.

B. W. Kelly, New Brunswick

B. W. Kelly, New Brunswick Director of Apprenticeship, reported on the progress to date on the preparation of trade analyses.

The national analysis for the carpentry trade has been completed, printed and made available to all provincial Directors of Apprenticeship, the analysis of the machinist trade is in its final stage and

will be sent to the printer soon, and national apprenticeship committees have been appointed to make analyses for the bricklaying, sheet-metal and plumbing trades.

Mr. Kelly reported that in his province, the Trade Advisory Committee for carpentry had approved the "hard core" of the national analysis for that trade, which had also gained the approval of the Provincial Apprenticeship Committee. The latter had given assurances that training in New Brunswick and the issuing of a journeyman certificate will be based on the "hard core".

"It is our intention in New Brunswick to revise present work schedules to conform to the national hard core of the analyses when these are established for the various trades," he announced.

Mr. Kelly also explained the composition and structure of a trade analysis and its purpose. "The hard core as approved by the National Committee, if accepted by the various provinces, will establish a uniformity of training throughout Canada and will be accepted as a standard of attainment for the granting of certificates of completion of apprenticeship and make it possible for one province to recognize a certificate issued by another province," he pointed out.

He suggested that a copy of the hard core of each analysis be sent to all vocational, composite, and regional high schools and to trade schools and technical institutes as a guide to shop teachers and for use by instructors in related subjects, e.g., science, mathematics or drafting.

He also proposed that analyses for all apprenticeable trades in all provinces be made as soon as possible.

F. H. Ellis, Saskatchewan

F. H. Ellis, Saskatchewan Director of Apprenticeship, in a report on "Training on the Job," provided answers to several current questions concerning the effectiveness of on-the-job training.

Should we make sure that the employer has adequate means in his business for the training of the apprentice before indenture? To this question Mr. Ellis gave the answer that while a journeyman today is constantly meeting new equipment and new materials, if he has been taught to manipulate his tools and to interpret instructions given in manuals, he is quite capable of adapting to new and different jobs.

On the question of whether an apprentice should be indentured to some person or organization other than the employer, he pointed out that if this were done,

control would be lost over wage increases, the apprentice's obligation to respect his employer's business, the employer's obligation to teach the apprentice the skills of the trade, the employer's obligation to send the apprentice to school, and the employer's obligation to keep the apprentice employed.

It has been suggested that more emphasis be placed on training in the school and less on training on the job, because few journeymen are capable of or willing to instruct apprentices, journeymen who are willing may give an apprentice instruction in old-fashioned methods contrary to those taught in school, and because many employers may not be able to give the apprentice experience in a wide variety of work. On this Mr. Ellis warned that it would require careful study to ensure that these schools taught neither too much nor too little. If too much, the apprentice might forget what he had learned before he could put it into practice; if too little, he might feel that attending the school was not worth his while.

W. J. May, Newfoundland

Being a master craftsman is not the sole qualification required for teaching apprentices and therefore there is need for teacher training programs, W. J. May, Newfoundland Director of Apprenticeship, told the Committee.

He then suggested the addition of two subjects to those taught at last year's course (L.G., July 1955, p. 748). He believed instruction in "organizing for training" and in "selling the training program to students" should be added to the subjects taught last year: principles of teaching, trade analyses and courses of study, practical English, educational psychology and human relations.

The apprentice instructor holds the key to success or failure of our apprenticeship program and we must make sure that he is a well-trained man, he stated. "Not every tradesman entering the instructional field has the know-how to organize the available facilities to effectively train young people."

The instructor can help correct poor attendance at prescribed training classes, Mr. May also pointed out. He should be able to make the apprentices want to come back for more instruction.

We have to depend on the instructor to reach our objective, he concluded, "and this cannot be done by a tradesman, no matter how competent, without training in the techniques of training and human relations".

J. P. White, Alberta

The general plan followed in the construction of apprenticeship courses in Alberta was outlined by J. P. White, the province's Director of Apprenticeship.

Deciding what to teach was the first step, he said, and in order to reach this decision the practice was to start with an analysis of the trade. This was done in consultation with trade advisory committees and tradesmen instructors.

Before beginning the outline of the course, the committee should write out the general objects of the course, he continued. In proceeding to outline the course it was necessary to decide what should be taught in school, the rest being left to be taught on the job.

The time allowed for each course and each subject, Mr. White said, had to be carefully considered. There was time for only essentials. That was why tradesmen teachers were best, he remarked.

Although the method of presentation was not really part of a course, the success of a course depended on effective presentation, he continued. For that reason a teacher must know the tools of his trade. The tools that had been found most effective in teaching apprentices, he said, were: the lesson plan, the assignment sheet, the information sheet, and the operation sheet.

Mr. White said that teaching aids, such as charts, films, models, etc., were aids only, and were not effective unless properly fitted into the lessons they were designed to illustrate. Classroom testing, he added, was a teaching aid which showed a teacher whether he was presenting his subjects successfully or not.

R. H. MacCuish, Nova Scotia

Classes consisting of from eight to ten apprentices, when skills are taught and developed, and from 15 to 20 apprentices when only trade and related theory are taught were suggested by R. H. MacCuish, Nova Scotia Director of Apprenticeship, as the best size to maintain the quality and effectiveness of instruction.

As for equipment required, he thought that in trade theory classes, only basic equipment for the demonstration of principles was needed, together with enough shop equipment to show the application of the principles. In full-time classes where skills are taught, however, he believed that sufficient modern shop equipment should be provided to allow full development of the tradesman.

"The manner in which equipment is used is probably more important than the type of equipment," Mr. MacCuish pointed out, "but the development of the whole individual as a tradesman is important. Even in modern manufacturing industry we need more than machine operators; therefore the importance of basic equipment should not be overlooked.

"The development of intelligent tradesmen requires training from basic principles to their application in modern and up-to-date equipment," he concluded.

L. J. Sparrow

"I believe more employers would be encouraged to train apprentices if the expense could be partly reduced," said L. J. Sparrow, Supervisor of Apprentices for the Canadian General Electric Co., Peterborough, Ont. He suggested that the Committee consider "ways and means of suitably proportioning the cost of training Canada's future skilled tradesmen over all of those persons who receive benefits from having a highly skilled work force in this country".

Mr. Sparrow then offered some ideas on how this could be done.

More technical institutes could be established to provide the early part of apprenticeship training. Grants could be considered for companies or groups of companies operating recognized apprentice training schools; and in the event of "bumping" the apprentices could continue their education and training in either the technical institute or company schools. Plans along these lines would tend to spread the cost of apprentice training more fairly and also provide a continuity of education for those young Canadians who have chosen industry as their future career.

Earlier, Mr. Sparrow had examined a company's sources of skilled tradesmen, which he said were skilled immigrants, skilled tradesmen trained by other companies, or Canadian youths or young immigrants trained by the company itself.

On the employment of skilled immigrants, he pointed out that this source was now falling short of Canada's expanding needs, and was diminishing at a time when there was need for it to increase. "It is quite plain that Canada can no longer rely on immigration to the same extent as in past years," he pointed out. "At best, it will be only a supplementary source of supply in the future."

Many manufacturers obtain all their skilled workers by attracting them from other companies who have provided the training, he continued. "This is probably the easiest—and the cheapest—way to obtain skilled help if we consider it on the

individual company basis. Unfortunately, there is no long-range benefit in this method because it does not increase the total number of skilled people in Canada and, therefore, makes no provision for future growth.

"Companies who obtain their skilled help through immigration or from other companies are not shouldering their proper share of the responsibility for training Canadian youth," he added.

The training of Canadian youths and young immigrants has much to recommend it, Mr. Sparrow said, because it provides further educational opportunities for Canadian boys and other young men who come to Canada, it increases the number of skilled workers in the country and provides replacements for shrinkage due to retirement, etc., and it provides a planned system of training that can be geared to match Canada's industrial growth.

All the methods suggested for training young men to become skilled craftsmen—through recognized apprenticeship in industry, through trade schools or technical institutes, and through a combination of trade school, technical institute and industry—are costly, he pointed out. It costs an employer several thousand dollars to produce a journeyman and then there is the risk that the graduate apprentice may leave his employ to work for another company. An additional risk, he said, is that during a temporary shortage of work, apprentices may be "bumped off" their trade and not return to complete their training.

"It seems to me that employers who are training apprentices to become skilled tradesmen are making a real contribution to the security and wealth of Canada at considerable cost to themselves," he declared. It was here that he suggested the study of ways and means to spread the cost.

W. Elliott Wilson

Apprenticeship training programs must be designed and operated to meet the needs and opportunities of Canada, said W. Elliott Wilson, QC, Manitoba Deputy Minister of Labour. An objective approach is needed; there must be a correlation of the potential of Canada's youth with the needs and obligations of industry.

"We have to find out what the country needs and survey the company's youth resources," he added.

The matter of apprenticeship is looked at in different ways by different people, he pointed out. Fathers sometimes prefer

to see their sons in white-collar jobs to protect them from the hard knocks they themselves have taken. Educational authorities often look on apprenticeship as a place for those not suited for higher education. Unions are inclined to strive to protect their craft and journeymen to compare the more favourable apprenticeship conditions now with those when they were apprentices, with resultant envy and resentment. Industry asks the question: Can we afford it?

How do we meet and overcome these attitudes to apprenticeship, Mr. Wilson asked.

"The apprenticeship program is no longer an employer-union program but a Government-sponsored and imposed training plan in designated trades," he declared.

Pointing out that the rates of apprenticeship allowances were established when the cost of living was much lower, Mr. Wilson said they should be put on a more realistic level.

(In answer to this statement, A. W. Crawford, Director of Training, Canadian Vocational Training, suggested that the provinces examine their apprenticeship rates and make a submission to the federal Government. The Committee then asked the Canadian Vocational Training Branch of the Department to review the allowance schedules and make a report on them to all provinces.)

In conclusion, Mr. Wilson again emphasized the need to change the public's thinking that apprenticeship was low in the scale of education.

Roy H. Foss

There is a widespread complaint in Canada, said Roy H. Foss, that the apprenticeship training authorities are not getting the help they need from the general contractors and trade contractors in the training of apprentices. General contractors seem to feel that they are being forced to shoulder a burden which brings them no return.

Mr. Foss is Chairman of the Canadian Construction Association's Apprenticeship Committee.

"This, I am sure you will agree," he continued, "is a very shortsighted and selfish attitude and the CCA is trying, and will try harder, to bring home the necessity of training apprentices to be used in the construction industry."

Workmen are coming into the industry who are not properly trained, and this is against good workmanship and is increasing the cost of construction, Mr. Foss went on to say.

In all provinces in Canada where apprenticeship training is being undertaken, the local Builders' Exchanges have appointed apprenticeship committees to help in every way possible those who are operating the apprenticeship centres, by lending a hand in the training, and in some cases by donating funds. But one of the greatest needs at present is that employers should show a willingness to take on the boys who are being trained, put them with mechanics who will help them, and make sure that they receive the proper field instruction, Mr. Foss said. Nevertheless, he complained, a great many general contractors are reluctant to help in any way in the training program.

"I believe I am quite safe in saying," he continued, "that in every case where general contractors or trade contractors have taken young apprentices into their employment for training, carried through the apprenticeship training to completion and employed these men in their own rights, they have found these men are head and shoulders above the ordinary mechanics taken from other sources."

Mr. Foss referred with appreciation to the keen interest being taken in trade training by federal and provincial Departments of Labour. In almost every province, apprenticeship training was being carried on with their assistance, he said.

In Quebec, he pointed out, there is a very well organized training program, which is financed by funds collected from the construction industry and from labour, with a substantial grant from the provincial Government; and in every province, he added, committees formed by employers and labour are helping in the training of apprentices.

Other Speakers

Speaking on "Training Supervisors in the Building Trades," G. Rousseau, who is Technical Adviser on Apprenticeship Services, Quebec Department of Labour, described the job instruction training course given in Montreal. Last year 30 persons attended the course.

Training given to supervisors had helped control drop-outs in apprentice trades, he reported.

Substituting for R. E. Anderson, Nova Scotia Deputy Minister of Labour, R. H. MacCuish, the province's Director of Apprenticeship, explained the indenturing of apprentices to local committees rather than to individuals, a practice recently instituted in Nova Scotia (L.G., Jan., p. 26.)

A New Look at Apprenticeship

Complete text of address by G. C. Bernard, Manager, Ontario Division, Canadian Manufacturers' Association, to the Apprenticeship Training Advisory Committee

Apprenticeship (is) a subject in which I am interested and about which I am curious, chiefly because it has seemed strange to me that the vital question of the training and fitting of our Canadian youth for the responsibilities which lie ahead for them in industry is something which does not appear to have engaged the attention of the majority of the public to the extent it deserves.

If, from what I say, you might infer that industry has not shown the concern for this matter that it should, let me make it clear that, in my opinion, a great deal of industry in particular has. The deliberations and researches of this Committee and of the national conference four years ago, which gave rise to it (L.G., 1952, p. 877), have produced ample evidence of such interest by employers individually, or by groups, either on an industry-wide or community basis. But when one considers the vastness of industry today, I think it would be fair to say that the sum total of this interest does not add up to an amount commensurate with the importance of the problem of inducing a flow of well-trained young men into its ranks, particularly when one considers how increasingly important this will be in the future.

But, let me repeat, industry is definitely interested. It realizes, as a matter of self-interest, the need for such a program; but, because of the varying conditions and the differing views which are held in regard to this problem, and, conditioned as industry is by the circumstances of geographic or territorial distribution, what programs it has developed and fostered have been those tailored, so to speak, to fit some particular local or industry need.

What is meant by apprenticeship? In my book it means the training over a period of time of young men in a particular trade or craft so that at the completion of that time, they will be able to practise that trade or craft on a basis of equality of competence and earnings which will be, or at least should be, that of those of similar experience already engaged in it.

Various and varying formulas have been applied to the term "apprenticeship" depending on the trades, the groups or the individuals concerned. It has, however, over the years, become generally accepted as meaning a period of training, involving shop and related subject instruction, extending over a period of at least 4,000 hours.

This generally-accepted formula has evolved from a pattern which has been developed in Great Britain in the course of a century or more, with particular application to a limited number of basic trades. It has been accepted in this country, with, I suggest, very little question, as being, because of its success and the weight attached to its origin, equally and naturally applicable to us here. I suggest that this formula is now, to some extent at least, both obsolete and unrealistic. It may be that under some circumstances and in some callings, this prolonged indoctrination is still necessary. But industry, and indeed the world today, is in a hurry. With a rapidly expanding world population and with a demand for higher and still higher standards of living, the necessity for producing goods in ever-increasing volume and of better and better quality produces a concentration of attention on the part of those whose responsibility it is to fill this need. Modern technology and the marvels of mechanization have made many of the previously accepted skills not quite so imperative. Fundamentals, of course, remain and will always be required. Once, though, these have been acquired, then I feel we must press on to the acquisition of new skills, and these of a high order, for the building, installation, servicing and maintenance of the marvellous machines of this era.

A great deal is being done by industry to train men and women to operate the complex machinery of today and tomorrow. Due to mechanization, much of this operation is repetitive and what skill is necessary can be acquired in a matter of hours or, at most, days. But in providing for the higher skills required for the manufacture, installation, assembly and maintenance of this machinery, industry has had to exercise a great deal of ingenuity in securing the employment of persons who either have them or are capable of acquiring them. Apprenticeship programs either on an extended or limited scale have undoubtedly contributed. The exchanging of jobs between one plant and another, a prerogative we still enjoy under our free enterprise system, is another method with which we are familiar.

That bonanza of human material—immigration—has proved a lifesaver in this respect; but the flow of additional manpower from this source is not and will not, I fear, be as plentiful as we would like it to be, what with full employment in the United Kingdom, and the increasing disinclination of European countries to part with their most skilled citizens.

All these sources have been and are being utilized to the full; but the time is coming when we must look to the best source of all—young Canada.

If there is any merit in what I have said, then perhaps I can be forgiven if my mind turns, as an alternative to the present concept of apprenticeship, to the intensive, institutional type of training now taking hold with such remarkable effect in Great Britain and in the industrialized countries of Europe.

I foresee the apprentice of tomorrow, indentured I would hope and expect, acquiring through intensive institutional training, within perhaps two years, the skill and knowledge required to fit him to take his place beside his fellow-workers who have acquired theirs through diligence and application over, in most cases, a long period and through daily acquaintanceship with their tasks.

I realize, of course, that the setting-up of the means for providing institutional training of the kind I am suggesting is beset with problems; but I do believe that with the wholehearted co-operation of all concerned, none of these is insurmountable. Admittedly they are costly. Many of the fine training programs carried on by our larger companies will be found upon examination to be almost, or even fully, institutional in their concept and operation. Perhaps that is why programs of this kind can be undertaken only by companies with the substantial financial resources required to operate them successfully.

As an indication of what is running through my mind, I foresee provincial institutions operated with generous and wholehearted federal aid and with the co-operation of industry, dedicated to the task of fitting the mechanically-minded young Canadian to enter the industrial world as a trained mechanic or technician in most, if not all, the operations of the astounding machine world of tomorrow, which, undoubtedly, will require manual and mental skill of a high order.

I admit I know little of what these operations are, or may be; but some things do suggest themselves to me as to what this intensive institutional training might embrace.

There is, as I have said, the acquisition of fundamentals—the first stage—blueprint reading, basic draughting, mathematics, English, elementary physics, the theory of mechanics.

The further development of automation, that word which is regarded with such misgiving by some, suggests perhaps the necessity of intensive and integrated training for such trades as the set-up man, the diagnostic technician, the hydraulics and electronic mechanic, all of them equipped with more than a basic knowledge of cutting tools and their related technology.

Increased mechanization brings to mind the requirements of industry for millwrights of even greater technical competence than is now required for that respected trade; maintenance electricians thoroughly familiar with the complexities of the power supply of the future; machine maintenance fitters for the complicated equipment, much of which we have now, and of which a great deal more is on its way; highly-skilled welders—developments in the pressure vessel alone suggest something very much out of the ordinary for such people; instrument makers—instrumentation and calibration, what a field that conjures up!—quality control technicians—precision fitting of the highest order for the equipment which produces nuclear energy and all the things this new form of power will operate.

I realize I have only touched on the fringe of these possible skilled trades and it would be presumptuous on my part to attempt to enlarge on them.

I am thinking of the intelligent young man capable of achieving secondary school graduation status, with a mechanical turn of mind and with a desire to accept the challenge which industry presents by taking his place at the shop level in those undertakings for which he has a liking. I believe he has a right to enter that field with a background training in his particular trade or calling. I further believe that with the complexities and advances in mechanization and production techniques and methods, he must be advanced as a matter of education to a point where he can enter industry without having to go through a long tedious apprenticeship, which may be good or which may be of little value, depending on where he is or to whom he may be indentured.

If a young man wants to be a doctor or a lawyer or an engineer, he is given, provided he can show the right aptitude and mental capacity, every opportunity of achieving his ambition through subsidized education at the university level.

If he has indicated little or no scholastic ability but some aptitude for manual work, provision is made, at least in some provinces, for him to acquire the simpler skills as part of his basic education.

I may be wrong, but I see little evidence of institutional help being offered to those somewhere between these two classes of young citizens who have no desire for the higher professions but who do have intelligence, ambition and a love for things mechanical and all that go with them, and who have the mental equipment and manual dexterity which are the basic requirements for success, to enter industry at the shop level with a background training, intensive as it must be, which will enable them to earn almost immediately what they are worth and to start work as trained operators in the trades of their choice.

Would it be impractical if I were to suggest something in the nature of training courses embracing a period of two years or, at the outside, three years? As a basis for consideration may I suggest, say, one year for pre-institutional work. This could be taken in the graduation year of high or vocational school, what in Ontario is known as Grade XII, and what might be referred to as the trade-indoctrination year. The lad would remain at the same school which he has been attending but with the emphasis in his last year on the trade which he intends to enter. Then the big year, the one which embraces 12 months of intensive and concentrated training in his trade at a provincial institute. These institutes would be located, I suppose, in the principal industrial centres but could conceivably be conducted on a decentralised pattern. I have perhaps in mind the use of existing educational establishments in smaller urban centres for this kind of instruction in perhaps one or two subjects as circumstances might warrant. The third year we might call the industry-familiarization year, the period for the polishing-up process, for the most part conducted in

the plant. In some subjects such a third year may not be necessary or could be reduced to a few weeks or months.

The merit of this suggestion, as I see it, is that because it is institutional, the young man taking the course must concentrate on the job of acquiring proficient trade status. He is not subjected to the variations in training and to the distractions, whether they be provided by himself or by the circumstances of his employment, which seem to me to be too prevalent in the present apprenticeship system.

Would industry be interested in the product of these institutes? I do not know for sure, but I would think it would be.

Would governments, federal and provincial, find insurmountable the barriers which raise themselves in so many matters which call for close co-operation between them? Again I do not know but I would hope not. The federal state which is Canada is perhaps not conducive to joint effort towards a common goal in matters which are constitutionally either federal or provincial, but at least this is something your Committee might explore and perhaps seek to overcome.

I am fully aware, as I have already said, that what I have outlined is ringed with problems. Could such institutes be made to fit into provincial educational systems? Would they be too costly? Who would pay for them? What questions does this raise between provincial departments or between provinces and municipalities? All these have to be considered.

To me, though, the question is: Is it worthwhile looking into? I suggest that it is.

In conclusion, may I make this observation? We in Canada are blessed with a golden opportunity. Our country is young, vigorous and enterprising. Its destiny as a great industrial nation is assured provided that we all keep pace with and help its advance to the best of our ability in those spheres which are ours.

Predicts Slackening This Year in House Building Pace

Fewer homes may be built in Canada in 1956 than in 1955, in the opinion of Hon. Robert Winters, Minister of Public Works.

In 1955, starts were made on 140,000 new houses, and a record 138,000 were completed.

One reason given for the forecast reduction is that mortgage money may be more difficult to obtain this year.

Mr. Winters noted that 10 per cent, or 350,000, of Canada's homes are 75 years old. He estimated that in the next quarter century 3,400,000 new homes will be built at an average rate of 136,000 a year, a figure "well within our physical capacity".

3 NEW TITLES

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Each monograph, prepared by the Economics and Research Branch, Department of Labour, is designed primarily for the use of those engaged in the vocational guidance of young Canadians, and traces the history of the trade, its apprentice needs, qualifications for entry, employment opportunities, etc. Accompanying pamphlets are written in simpler form for reading by young persons themselves. Both monographs and pamphlets are available from the Queen's Printer, c/o Superintendent of Publications.

Fatal Industrial Accidents in Canada during the Fourth Quarter of 1955

Fatalities* decreased by 74 from the previous three-month period. Of 332 accidental deaths in the quarter, 64 occurred in construction, 62 in transportation, 50 in mining, 44 in logging and 41 in manufacturing

There were 332¹ industrial fatalities in Canada in the fourth quarter of 1955, according to the latest reports received by the Department of Labour. This is a decrease of 74 fatalities from the previous quarter, in which 406 were recorded, including 16 in a supplementary list.

During the fourth quarter there were five accidents that resulted in the deaths of three or more people in each case. Four of these were accidents that involved watercraft. On November 3, seven men aboard the coastal freighter *Mable Dorothy* were lost at sea when their ship ran aground on Horse Island off the coast of Newfoundland while en route from Roddickton, Nfld., to North Sydney, N.S. Seven men, all employees of a large construction firm, were drowned on November 6 when the dredge *Fundy* sank in the St. Lawrence River near Rimouski, Que. At the time of the mishap the dredge was being towed to Montreal, Que., from Catalina, Nfld. In an accident at sea on November 10 four fishermen lost their lives when the seiner *Westerner* was battered by heavy seas in the Gulf of Georgia. Three of the men died from carbon monoxide poisoning when they were trapped in the sleeping cabin and the fourth is missing and presumed to have been washed overboard. At Quirke Lake, Ont., three diamond drillers were drowned on November 15 when their heavily laden boat upset during a snowstorm. On December 12, three workmen employed by the federal Government at Ottawa, Ont., were killed when a connection on a steam boiler broke and scalded them to death with live steam.

Grouped by industries, the largest number of fatalities, 64, was recorded in the construction industry. This includes 29 in buildings and structures, 19 in highway and bridge construction and 16 in miscellaneous construction. In the fourth quarter last

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries that are covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

year 68 fatalities were recorded in this industry, including 24 in miscellaneous construction, 23 in buildings and structures and 21 in highway and bridge construction.

In the transportation industry, accidents were responsible for 62 deaths. Of these, 22 were in steam railways, 18 in water transportation and 17 in local and highway transportation. During the same period of 1954, 52 deaths were reported: 20 in steam railways, 18 in local and highway transportation and 12 in water transportation.

During the quarter under review, accidents in mining caused 50 deaths, 32 occurring in metalliferous mining and nine in each of the coal and non-metallic mineral mining groups. In the same period last year, 59 fatalities were recorded in this industry. These included 27 in metalliferous mining, 17 in coal mining and 15 in non-metallic mineral mining.

In the logging industry 44 workers died as a result of accidents, a decrease of five from the 49 reported during the previous

(Continued on page 416)

*See Tables H-1 and H-2 at back of book.

¹The number of industrial fatalities that occurred during the fourth quarter of 1955 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures as shown include 71 fatalities for which no official reports have been received.

Meeting of World Organizations Interested in the Handicapped

Representatives of 24 non-governmental associations attend two-day conference, reaffirm number of resolutions adopted in previous years. Attention called to 1955 ILO recommendation regarding rehabilitation

The Conference of World Organizations Interested in the Handicapped attended by representatives of 24 non-governmental organizations, held a two-day meeting at UN Headquarters early in March.

The Conference reaffirmed a number of resolutions adopted in previous years, notably one on the subject of the educational needs of blind youth. Resolutions dealing with the training of teachers for handicapped children, medical rehabilitation for the disabled, the need for social rehabilitation, the recognition of the disabilities of infants at the early stage, and on United Nations technical activities, were also reaffirmed.

The Conference decided to ask the UN Technical Assistance Board to extend necessary services to ensure the fullest application of safety measures to prevent industrial accidents and disablement of workers and to ensure the provision of adequate services for the rehabilitation of the disabled.

Another resolution drew the attention of all member organizations of the Conference and other appropriate world organizations to the recommendation regarding vocational rehabilitation of the disabled which was adopted unanimously by the International Labour Conference in 1955, and urged that these bodies should take an active interest in the early implementation of the ILO recommendation in all countries.

The Conference also agreed to a resolution proposing that information be collected and exhibits of various types of devices and appliances be organized to aid interested organizations and governments in their rehabilitation programs.

Most of one morning meeting was devoted to a discussion about industrialization as related to labour, led by Willis C. Gorthy, Director of the Institute for the Crippled and Disabled, New York, who cited factors favourable for the handicapped in the industrial community and

others that present problems. He listed two elements in modern civilization that have combined to open up vast new horizons for the handicapped: (1) the ability of modern medicine to restore to a useful degree the physical capacity that has been impaired by disease or accident, and (2) the potential created by mechanization that permits a person with an impairment to do a creditable job in competitive employment.

Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Department of Labour, was a member of the panel. He said that as industrialization takes place workmen's compensation must be part of the whole process, and employers, in estimating the cost of their product, should include the cost of compensation. No workmen's compensation system is sound unless it is based on accident prevention and aimed at the speediest possible recovery and re-employment of the worker, he said.

Dr. R. L. Coigny of the World Health Organization outlined briefly recent activities of WHO in the field of help and assistance to the physically handicapped and in the prevention of disease and accidents which would provoke a physical deficiency.

Addresses were also given by John M. Convery, of the National Association of Manufacturers, Employee Relations Division, New York; Joseph F. Clunk, Managing Director, Philadelphia Branch, Pennsylvania Association for the Blind; W. Kemsley, International Confederation of Free Trade Unions; Col. E. A. Baker, of the World Council for the Welfare of the Blind, New York; Donald V. Wilson, International Society for the Welfare of Cripples; Robert Barnett, World Council for the Welfare of the Blind; and Dr. Boris Pliskin, of Malben, Israel.

50 Years Ago This Month

Reduced hours of work, increased wages reported in many parts of Canada. W. L. Mackenzie King, Deputy Minister of Labour, reports on false representations to induce U. K. printers to emigrate to Canada

Some cases of reductions in hours and increases in wages in a number of trades and occupations were reported in the *LABOUR GAZETTE* of April 1906.

Carpenters at Fredericton had their hours reduced to nine a day, while a group of bookbinders in Quebec City had their hours reduced from ten to eight a day. The daily hours of printers in Moose Jaw were also reduced to eight.

At Berlin, Ont., bricklayers and masons had their wages raised from 38 to 40 cents an hour; and boilermakers at St. Thomas and car builders employed by the CPR in Montreal, one cent an hour. In Toronto, a three-year agreement was reached between the tailors' union and the tailors' section of the Retail Merchants' Association under which the wages of some 220 men were raised 5 per cent.

Increases of \$2 a week for some foremen employed by the City of London, of 10 cents a day for policemen in Brantford, and an unspecified increase for policemen in Toronto were reported. In Toronto, a by-law was passed making \$2 for a nine-hour day the minimum for labourers employed by the city.

Master barbers in Quebec City increased the price of haircuts from 15 to 20 cents but the earnings of journeymen barbers were not affected.

Unseasonably cold weather in the latter part of March checked the expansion of employment usual in that month in building and railway construction, while navigation on the Great Lakes remained closed until the end of the month. Farm work was also delayed. The cold weather, however, favoured lumbering operations in Ontario, Quebec, and the Maritimes. Teamsters were in demand in the lumber camps of New Brunswick in 1906, and the price for a driver and team, which formerly had ranged from \$30 to \$40 a month with board, rose to \$50 a month or more with board.

In February 1906, a memorial was addressed to the British Government by 37 printers in Winnipeg, and referred by that Government to the Government of

Canada, in which the signers complained that they had been induced to come to Canada from England in November 1905 through false representations made to them in Great Britain. This complaint was investigated by the then Deputy Minister of Labour, W. L. Mackenzie King.

According to Mr. King's report it appeared that the printers were persuaded to come to Canada by a certain Charles Brunning, who claimed to be an agent of the Winnipeg Printers' Board of Trade. Mr. Brunning had got into touch with the printers through advertisements in a number of English newspapers, and, on each of the men having produced a "satisfactory reference", he had given each man a written guarantee of employment in Winnipeg at his trade at stated rates of wages. In all except one or two cases, where a period of two years was mentioned, the guarantee was for permanent employment.

As soon as they arrived in Canada these men heard rumours that there was a printers' strike in Winnipeg, and that they were destined to act as strike-breakers. Mr. Brunning, however, assured them that the strike had been settled.

At Fort William the men learned that the strike was still on. At Kenora, where their car was left behind for the night, the men were interviewed and engaged by agents of the employers in Winnipeg. When they arrived in Winnipeg, where they were not ill received by the strikers, they had no alternative but to work for a time. They found, however, that the "guarantees" of work which they had been given were "not worth the paper they were written on".

The Parliament of Canada had in the previous year passed an Act respecting False Representations to Induce or Deter Immigration, which was intended to prevent fraudulent practices of the kind complained of in this case. But the Act was naturally applicable only to Canada.

International Labour Organization

Three ILO Committees to Meet

Canadian delegates named to sessions of Building, Civil Engineering and Public Works Committee, Petroleum Committee, Coal Mines Committee

Three International Labour Organization Industrial Committees* are meeting this month and next. The Canadian delegations to all three were announced last month.

The Fifth Session of the ILO Petroleum Committee will be reconvened at Geneva April 4 to 14. The Sixth Session of the ILO Coal Mines Committee will be held at Istanbul, Turkey, from April 30 to May 12, and the Fifth Session of the ILO Building, Civil Engineering and Public Works Committee, at Geneva from May 14 to 26.

The Petroleum Committee's Fifth Session was opened last April 25 at Caracas, Venezuela, but was adjourned when Venezuela failed to reverse its expulsion of a workers' representative on the ILO Governing Body (L.G., July 1955, p. 819). Worker organizations in Canada, the United Kingdom, the United States and Mexico had declined to nominate representatives to the Caracas meeting because Venezuela was holding certain labour leaders in jail without trial.

The Canadian delegation to this committee meeting was announced as follows:—

Government Delegates—Bernard Wilson, Assistant Director, Industrial Relations Branch, Department of Labour; and Marcel Guay, Regional Superintendent, Unemployment Insurance Commission, Montreal.

Employer Delegates—A. C. Harrop, Manager, Department of Employee Relations, Imperial Oil Limited, Toronto; and R. F. Hinton, Personnel and Industrial Relations Manager, Shell Oil Company of Canada Limited, Toronto.

Worker Delegates—M. L. German, President, Canadian District Council of the Oil, Chemical and Atomic Workers International Union (CIO-CCIL), Saskatoon;

and Gordon McIlwain, Vice-president, International Chemical Workers' Union (AFL-TLC), Toronto.

Contract labour in the petroleum industry and human relations in the petroleum industry are two subjects to be discussed at the meeting.

The Coal Mines Committee will be discussing safety in coal mines and recruitment and vocational training in coal mines.

The Canadian delegation to this committee will comprise:—

Government Delegate—R. E. Anderson, Deputy Minister, Nova Scotia Department of Labour, Halifax.

Employer Delegates—N. T. Avar, President, Joggins Coal Company Limited, Amherst, N.S.; and David G. Burchell, General Manager, Bras d'Or Coal Company Ltd., Bras d'Or, N.S.

Worker Delegates—Dan Radford, Regional Director, Canadian Congress of Labour, Vancouver; and Don Nicholson, General Representative, Canadian Congress of Labour, Stellarton, N.S.

The Building, Civil Engineering and Public Works Committee will be discussing safety in the construction industry, and national housing programs and full employment.

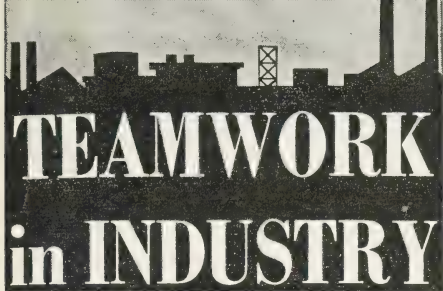
The Canadian delegation will comprise:—

Government Delegates—J. L. MacDougall, Industrial Relations Branch, Department of Labour; and Gil Schonning, Manpower Analysis Division, Economics and Research Branch, Department of Labour.

Employer Delegates—Raymond Brunet, Ed. Brunet & Sons Ltd., Hull, Que., and J. M. Soules, President, Soules Construction Ltd., Toronto.

Worker Delegates—Omer Chevalier, Treasurer, National Federation of Building and of Construction Materials Trades (CCCL), Quebec; and Harry Colnett, General Organizer, Brotherhood of Painters, Decorators and Paperhangers of America (AFL-TLC), Toronto.

*ILO Industrial Committees were inaugurated in 1945 to deal with the particular problems of some of the most important international industries.



TEAMWORK in INDUSTRY

Walter Reuther recently said:—

"I'm in favour of regular meetings between union representatives and top company officials to discuss matters that are *NOT* a part of the labour contract but are of common interest to both sides. For this purpose I have supported the setting up within each industry of joint labour-management committees or councils at the national, state and local levels."

Pointing out that at times his proposals have been "widely misrepresented," Mr. Reuther went on to say:

"All I am proposing is that management and labour representatives within a given industry meet periodically to consider policies and problems in which they have a common stake, and in connection with which they have a responsibility to the general public. Out of such meetings, I'm convinced, would come new understanding and a better basis for the solution of common problems."

* * *

Union and management personnel in the civic administration in Calgary, Alta., where several labour-management committees are in operation, find that although their committees "are still in their infancy, they play a very necessary role in the civic services".

It has been observed, according to the magazine, *Civic Employees*, publication of these committees, that the getting together of various representatives from different parts of the service gives a big lift and tremendous impetus to the structure as a whole, and their discussions around the conference table tend to reduce problems to simple matters of organization in most instances.

* * *

One of the reasons why Carl Linneborn, shop steward for the International Printing, Pressmen and Assistants' Union of North America, Local 540, at Robinson Industries, Limited, Hamilton, Ont., likes labour-management committees, is that:

"They give management and employees a chance to get together and to bring their

suggestions before a group that is there for the purpose of hearing and acting upon them."

That situation, he finds, has brought about a better understanding between management and employees.

J. S. Baker, President and General Manager of the firm, finds that co-operation and mutual understanding have stemmed from the operation of the labour-management committee.

"Our committee," he says, "has given our fellow workers a better opportunity to help in the daily production problems, and it has shown them that management is vitally interested in improving working conditions in our plant."

* * *

One of the highlights of 1955 for members of the Mutual Interest Board of the Bathurst Power and Paper Company, Limited, Container Division, of St. Laurent, Que., was their "Open House" party.

Primarily, the party was held for the local employees of the firm, their families, and a group from the company's head office in Montreal. Main objective of the party was to get them to know each other better, and also to become better acquainted with each other's work and problems. Some 1,200 persons attended the party.

A credit to the Mutual Interest Board was the speed and efficiency that went into the planning and preparations for the event, which required less than two weeks.

* * *

Morley Harrington, a labour representative on and vice-chairman of the labour-management committee at Tudhope Specialties, Limited, Orillia, Ont., finds that since the committee began functioning at the plant, management and labour have come to understand each other's point of view, and this has made it easier to handle production problems as they arise.

"As long as such a harmonious relationship continues," he asserts, "only good can come from having the labour-management committee in our shop."

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

As the Canada Labour Relations Board held its January meetings on January 31 and February 1 (L.G., March, p. 290), the Board did not meet again in February. During the month, the Board received the following ten applications for certification:—

1. Canadian Air Line Pilots Association, on behalf of a unit of pilots employed by Pacific Western Air Lines, Vancouver (Investigating Officer: G. R. Currie).

2. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of unlicensed personnel employed by Canadian National Railways aboard the SS *Bluenose*, operated by the company in its Yarmouth-Bar Harbour Ferry Service (Investigating Officer: Remi Duquette).

3. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Canadian National Railways aboard the SS *Bluenose*, operated by the company in its Yarmouth-Bar Harbour Ferry Service (Investigating Officer: Remi Duquette).

4. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of longshoremen employed at Vancouver by West Indies Wharf (United Keno Hill Mines Limited and Cassiar Asbestos Corporation Limited) (Investigating Officer: G. R. Currie).

5. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of longshoremen employed

at Vancouver by British Yukon Navigation Company Limited, Whitehorse, Y.T. (Investigating Officer: G. R. Currie).

6. Building Material, Construction and Fuel Truck Drivers' Union, Local 213, on behalf of a unit of truck drivers employed by British Yukon Navigation Company Limited, Whitehorse, Y.T. (Investigating Officer: D. S. Tysoe).

7. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard tugs owned and operated by Island Tug and Barge Limited, Victoria, B.C. (Investigating Officer: D. S. Tysoe).

8. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard tugs owned and operated by Young and Gore Tugboats Limited, Vancouver (Investigating Officer: D. S. Tysoe).

9. National Association of Marine Engineers of Canada, Inc., District Council No. 4, on behalf of a unit of marine engineers employed aboard tugs owned and operated by Island Tug and Barge Limited, Victoria, B.C. (Investigating Officer: D. S. Tysoe).

10. National Association of Marine Engineers of Canada, Inc., District Council No. 4, on behalf of a unit of marine engineers employed aboard tugs owned and operated by Young and Gore Tugboats Limited, Vancouver (Investigating Officer: D. S. Tysoe).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During February, the Minister appointed conciliation officers to deal with the following disputes:—

1. Quebec and Ontario Transportation Company Limited, Montreal, and National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern Division) (Conciliation Officer: R. Trépanier).

2. Association of Lake Carriers (Canada Steamship Lines Limited; N. M. Paterson & Sons Limited; Colonial Steamships

Limited; Hall Corporation of Canada Limited) and the Canadian Merchant Service Guild, Inc. (Conciliation Officer: F. J. Ainsborough).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

3. Canadian Marconi Company, Montreal, and Canadian Marine Radio Division No. 59, Commercial Telegraphers' Union (Conciliation Officer: R. Trépanier).

4. Association of Lake Carriers (Canada Steamship Lines Limited; Upper Lakes and St. Lawrence Transportation Company Limited; N. M. Paterson & Sons Limited; Colonial Steamships Limited; Misener Holdings Limited; Hall Corporation of Canada Limited; Norris Transportation Company Limited; Mohawk Navigation Company Limited; Beaconsfield Steamships Limited) and National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern Division) (Conciliation Officer: F. J. Ainsborough).

5. Quebec Paper Sales & Transportation Company, Limited, Donnacona, Que., and

Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier).

Settlements Reported by Conciliation Officers

1. Expressway Truck Lines (Canada) Limited, Vancouver, and General Truck Drivers and Helpers Union No. 31 (Conciliation Officer: G. R. Currie) (L.G., Jan., p. 77).

2. Westward Shipping Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie) (L.G., Jan., p. 77).

Conciliation Boards Appointed

1. Shipping Federation of British Columbia, Vancouver, B.C., and International Longshoremen's and Warehousemen's

Scope and Administration of Industrial

Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

Relations and Disputes Investigation Act

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Union, Local 510 (Conciliation Officer: G. R. Currie) (L.G., Dec. 1955, p. 1385).

2. Quebec Paper Sales & Transportation Company, Limited, Donnacona, Que., and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier) (see above).

3. Association of Lake Carriers, Port Colborne, Ont. (Canada Steamship Lines Limited; Upper Lakes and St. Lawrence Transportation Company Limited; N. M. Paterson & Sons Limited; Colonial Steamships Limited; Misener Holdings Limited; Hall Corporation of Canada Limited; Norris Transportation Company Limited; Mohawk Navigation Company Limited; Beaconsfield Steamships Limited) and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: F. J. Ainsborough) (see above).

4. *La Tribune Liée* (Radio Station CHLT), Sherbrooke, Que., and Sherbrooke Printing Trades Syndicate, Inc. (Conciliation Officer: R. Trépanier) (L.G., Feb., p. 180).

5. Association of Lake Carriers (Canada Steamship Lines Limited; Colonial Steamships Limited; N. M. Paterson & Sons Limited; Upper Lakes and St. Lawrence Transportation Company Limited; Hall Corporation of Canada Limited; Mohawk Navigation Company Limited; Beaconsfield Steamships Limited) and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough) (L.G., March, p. 291).

Conciliation Board Fully Constituted

1. The Board of Conciliation and Investigation established in February to deal with matters in dispute between the Association of Lake Carriers (Canada Steamship Lines Limited; Colonial Steamships Limited; N. M. Paterson & Sons Limited; Upper Lakes and St. Lawrence Transportation Company Limited; Hall Corporation of Canada Limited; Mohawk Navigation Company Limited; Beaconsfield Steamships Limited) and Seafarers' International Union of North America, Canadian District (see above) was fully constituted in the same month with the appointment of His Honour Judge Walter Little, Parry Sound, Ont., as Chairman. Judge Little was appointed by the Minister on the joint recommendation of the other two members, J. C. Adams, QC, and John Raymond, both of Toronto, who were previously appointed on the nomination of the Association of Lake Carriers and the Union respectively.

Settlement Following Board Report

1. Canadian Pacific Air Lines Limited and Canadian Air Line Flight Attendants' Association (L.G., Sept. 1955, p. 1040).

Strike Following Board Procedure

1. Kawartha Broadcasting Company Limited (Radio Station CHEX, Peterborough, Ont.) and National Association of Broadcast Employees and Technicians (L.G., Feb., p. 180).

Fatal Industrial Accidents

(Continued from page 409)

three months. During October, November and December last year 50 employees lost their lives in the logging industry.

Accidents in manufacturing were responsible for 41 deaths. Of these, seven were in paper products, six in wood products and five in each of the food products, iron and steel products and transportation equipment groups. During the same period of 1954, 55 deaths were reported: 13 in iron and steel, nine in wood products and eight in transportation equipment.

There were 21 accidental deaths in the service industry, a decrease of five from the 26 reported in the same period last year. During the third quarter of 1955, 21 persons lost their lives in this industry.

An analysis of the causes of these 332 fatalities shows that 91 (27 per cent) of the victims had been involved in "collisions, derailments, wrecks, etc." Within this

group the largest number of deaths was caused by automobiles and trucks (31), watercraft (28), and tractors, loadmobiles, etc. (16). In the classification "struck by tools, machinery, moving vehicles or other objects," 86 (26 per cent) of the deaths were recorded; of these, 59 were in the category "other objects," 19 involved "moving vehicles" and eight were a result of accidents involving "tools, machinery, etc." "Falls and slips" were responsible for 64 fatalities during the period; 61 of the deaths were caused by falls to different levels.

By province of occurrence the largest number of fatalities was in Ontario, where there were 104. In Quebec there were 72 and in British Columbia 64.

During the quarter under review, there were 100 fatalities in October, 140 in November and 92 in December.

Legal Decisions Affecting Labour

Courts in Canada deal with jurisdiction of provinces to compel the observance of holy days, the meaning of labour relations law as to employees' right to decertification, the constitution of bargaining committees, and a union member's "right to work". U.S. court issues new ruling as to "working hours" under the Fair Labor Standards Act

The Supreme Court of Canada has ruled that a Quebec statute enabling municipalities to pass by-laws compelling retail stores to close on holy days is criminal law and *ultra vires* of the province. In another case, it held that the Saskatchewan Labour Relations Board's rejection of a decertification application on irrelevant grounds amounted to a refusal to perform its statutory duties.

The Saskatchewan Court of Appeal held that a company could not lawfully refuse to bargain collectively because the bargaining committee included employees of a competitor.

A judge of the Newfoundland Supreme Court, in refusing an injunction, held that a union member's "right to work" is subject to union rules.

The United States Supreme Court found that clothes changing and showering in battery plants and knife sharpening in packing plants are indispensable activities and compensable even when performed before or after a work shift.

Supreme Court of Canada...

... finds that legislation requiring retail stores to observe holy days is beyond provincial powers

The Supreme Court of Canada on October 19, reversing a decision of the Quebec Court of Queen's Bench, Appeal Side, held that the Quebec legislation authorizing municipal by-laws to order stores to be closed on specified Catholic holy days is *ultra vires*, as is any by-law founded on the legislation.

The decision was unanimous. Mr. Justice Fauteux gave reasons for decision, with which four members of the Court concurred. Mr. Justice Rand and Mr. Justice Kellock gave separate reasons, Mr. Justice Locke concurring with Mr. Justice Kellock.

Mr. Justice Fauteux described the facts out of which the issue arose. In 1949 the Quebec Legislature amended the Early Closing Act, legislation that empowered municipalities to set the closing hours of stores, by adding the following provision:

The Municipal Council may order, by by-law, that these stores be closed all day on New Year's day, on the festival of the Epiphany, on Ascension day, All Saints day, Conception day and on Christmas day.

On the authority of this amendment the Montreal City Council on November 2, 1951, amended the store-closing by-law to require stores in the city of Montreal to be closed on these days. A number of stores contested the validity of the by-law and the legislation on which it was founded. The trial judge considered that the purpose of the legislation was to compel the observance of the days mentioned because of their religious significance, and that such legislation, like laws requiring the observance of Sunday, came within the criminal law, and was therefore outside of the jurisdiction of the provincial legislature. This judgment was reversed on appeal, the majority upholding the validity of the law, with two dissenting judges accepting the reasons of the trial judge.

The stores that brought the appeal argued before the Supreme Court that the object of the law was the promotion of the observance of religious feast days because of their religious significance to the majority of the people in the province. The Attorney General submitted that the law was primarily directed towards improving working conditions of store employees by giving them six additional holidays. The City claimed that the real purpose of the

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

regulation was that all the stores in the city should be open or closed at the same time in the best interests of the proprietors and that they be closed during certain hours and during certain days for the welfare of the employees.

Mr. Justice Fauteux said that in determining the nature and character of challenged legislation, not only the text of the enactment, but its history, the facts on the record and those of which judicial notice can be taken must be examined. Before the amendment in 1949, the Early Closing Act authorized municipal councils in the province to regulate the closing hours of stores. It did not authorize regulations requiring stores to be closed for a whole day. The constitutionality of that law was upheld in *City of Montreal v. Beauvais* (1909) 42 SCR 211 on the grounds that it was legislation in relation to civil rights.

The Act as amended in 1949 permitted city councils to pass by-laws requiring stores to be closed on six specified days, for the whole day. The six specified days are, according to canon law, feast days of obligation, and they are the only feast days of obligation except Sundays.

The amendment made fundamental changes as to the character and nature of the legislation, so that the constitutional issue before the Court in this case was entirely different from that before the Court in 1909. In the 1949 amendment a clear relationship between the requirements of the law and the required religious observances is evident. If the Legislature had intended only to provide for six additional holidays to store employees, why did they name the religious feast days and only those days, and why did they not provide, according to the usual legislative practice in respect to holidays, that in the case of one of these feast days falling on Sunday, the store would be closed on the following day? He agreed with the trial judge and the minority of the appeal court that the legislation was clearly not legislation in relation to working conditions.

It remained to determine whether legislation permitting regulation of the observance of religious feast days in the manner indicated comes within the criminal law.

It was not disputed that Sunday observance legislation in Canada as in England is a matter of criminal law and is in Canada under the exclusive jurisdiction of Parliament. Legislation requiring observance of certain feast days enacted in England before and after the Reformation has been treated there on the same footing as Sunday observ-

ance legislation and hence as part of the criminal law. It must be so considered in determining the distribution of legislative power under the BNA Act.

Mr. Justice Fauteux considered also that the legislation met the test of criminal law stated by Lord Atkin in *Proprietary Articles Trade Ass'n. v. A.-G. Can.*, (1931) 2 DLR 9: "Is the act prohibited with penal consequences?"

There is no doubt, he said, that a provincial Legislature, like Parliament, has power to prohibit and to punish the commission or the omission of certain acts. They have it by virtue of Section 92 (15) of the BNA Act which reads:

15. The imposition of Punishment by Fine, Penalty, or Imprisonment for enforcing any Law of the Province made in relation to any Matter coming within any of the Classes of Subjects enumerated in this Section.

The italicized words distinguish the nature of the act or omission prohibited and punished by the Legislature pursuant to this power, from the nature of the act or omission prohibited and punished by Parliament by virtue of its exclusive jurisdiction in criminal matters. In the case of the Legislature the prohibition with penal sanction is authorized not as an end in itself but as a means of assuring the carrying out of regulations which it is within the competence of the Legislature to impose, and which in fact are imposed in the same statute, as in the Alcoholic Liquor Act. In the case of Parliament, in the exercise of its power over criminal law, the prohibition and penalty are imposed not as a means of attaining an end, but in recognition of what, in its eyes, is required by the common good, security or moral order, for example the prohibition of murder in the Criminal Code. It is in this latter category that the feast day legislation, like Sunday observance legislation, falls. It is essentially prohibitive and not regulatory. The fact that Parliament has not legislated upon it does not make the provincial law valid.

Mr. Justice Rand, Mr. Justice Kellock and Mr. Justice Locke likewise held the legislation invalid as being within exclusive federal power in relation to criminal law, but further would have held it invalid for the reason that it is legislation in relation to religion and likewise for that reason beyond provincial authority to enact. *Henry Birks & Sons (Montreal) Ltd. et al. v. Montreal and Attorney-General of Quebec*, (1955) 5 DLR 321.

Supreme Court of Canada...

...holds board failed to perform statutory duties in refusing decertification on irrelevant grounds

On November 15, 1955, the Supreme Court of Canada confirmed a decision of the Saskatchewan Court of Appeal granting the application of a retail store and its employees for a writ of *mandamus* to direct the provincial Labour Relations Board to reconsider a request for decertification of the employees' bargaining agent. The Court held that the Board's rejection of the application on irrelevant grounds amounted to a refusal to discharge its statutory duties and that the order requiring the Board to reconsider was properly made.

Mr. Justice Locke gave reasons for the decision, with which the other four judges who heard the case concurred. He first set out the facts of the case. On January 13, 1953, the Saskatchewan Labour Relations Board had certified the Saskatchewan Joint Board, Retail, Wholesale and Department Store Union, as bargaining agent for the F. W. Woolworth store in Weyburn, Sask. On June 9, 1953, nine employees, asserting they were the majority of the employees, applied to the Board for a decertification order on the ground that the Union was no longer supported by a majority of the employees in the store. The application, which was opposed by the Union, came up for hearing on July 21, 1953, and was dismissed on the ground that it was premature.

A second application for decertification was filed on December 9, 1953, by 13 of the 19 employees giving the same reasons as before. After hearings on January 5, 1954, and on February 9 and 10, 1954, the Board reserved its decision until March 9, 1954, when it dismissed the application. Its reasons were that the application was not shown to be supported by a majority of the employees and was theirs in form only, being in reality made on behalf of the employer. This was a majority decision; three members of the Board favoured the taking of a representation vote.

Mr. Justice Locke then considered the Board's arguments. He said that the evidence showed conclusively that the application was made and supported by a majority of the employees. The Board misconceived the rights given to employees by the Act, he said, in holding that if, in endeavouring to assert those rights they received help from their employer, those rights were forfeited. In any case, there was no proof that they had received financial help from their employer in making the applications. The employees'

rights were not affected if the employer sympathized with their desire to rid themselves of an unsatisfactory bargaining representative.

His Lordship said that the employees were given the right to bargain collectively with their employer through representatives of their own choosing. There was nothing in the Act or in the rules governing its administration which defined the time or restricted the manner in which that right was to be exercised except when a collective agreement had been entered into. The Union had failed to negotiate an agreement and therefore the employees' right to choose another representative was unaffected.

This right, of course, was to be exercised in a reasonable manner. No Court could intervene if the Board refused to consider an application for decertification until the Union had had a reasonable opportunity to negotiate a collective agreement. This was not true in this case, however. The application in question was made 11 months after certification and was not rejected because it was premature.

He said that the permissive language of Section 5, under which the Board is given power to rescind its orders, must be construed as mandatory when the Board is properly called upon to rescind a certification order. It was the duty of the Board to hear the employees' application and give effect to their statutory rights. The Board's rejection of the decertification on irrelevant grounds amounted to a refusal to discharge their statutory duties, in which case *mandamus* was properly directed. *Labour Relations Board of Saskatchewan v. The Queen ex rel. F. W. Woolworth Co. Ltd. and Slabick et al and Saskatchewan Joint Board, Retail, Wholesale and Department Store Union*, (1955) 5 DLR 608.

Saskatchewan Court of Appeal...

...holds employer can't refuse to bargain because persons employed by competitor among negotiators

On June 20, 1955, the Saskatchewan Court of Appeal dismissed the application of a wholesale hardware company for a writ of *certiorari* to quash an order of the Saskatchewan Labour Relations Board which had found the company guilty of an unfair labour practice because of its refusal to bargain collectively. The Court said there was nothing in the statute restricting the Union's choice of bargaining representatives and that the company could not refuse to bargain because the bargaining committee included persons employed by a competitor.

Chief Justice Martin gave the decision, in which three other Judges concurred. He first set out the facts of the case. On July 15, 1946, Local 454 of the Retail, Wholesale and Department Store Union was certified by the Board as the bargaining agent for the employees of Marshall Wells Co. Ltd., Regina. It was certified again on April 12, 1950. Between July 15, 1946, and December 16, 1953, the company and the union bargained collectively and entered into collective bargaining agreements.

In 1954, however, after discovering that two of the Union's representatives on the bargaining committee were employed by a business competitor, the company refused to bargain collectively. The Union then applied to the Labour Relations Board for an order charging the company with an unfair labour practice. In reply, the company stated that two of the Union's representatives were not duly authorized and could not bargain in good faith by reason of their employment with a competing company. The company also said that if these representatives were replaced by persons who were not employees or representatives of a business competitor, it would be ready and willing to bargain collectively.

The Labour Relations Board held that there was nothing in the Trade Union Act to justify the company's refusal to bargain collectively and found it guilty of an unfair labour practice. The company then applied for a writ to quash the order of the Board.

The Chief Justice stated that although the main question for the Court to decide was the Board's interpretation of the Trade Union Act, he would deal first with the Board's contention that the Court could not review the Board's decision by way of *certiorari* proceedings even if it was wrong in its construction of the statute. In support of this argument, counsel for the Board quoted from a number of Canadian and English cases where the Courts had limited the right of appeal from the decisions of statutory tribunals whom the legislature had made the final judges on certain matters. One of the cases cited was *R. v. Minister of Health Ex p. Glamorgan County Mental Hospital*, [1938] All E.R. 32, in which the Judge held that when the statute provided that the Minister's decision should be final, his decision construing the provisions of the Act could not be questioned by the granting of a writ of *certiorari*. This decision was cited in *R. v. Ludlow Ex p. Barnsby Corp.*, [1947]

All E.R. 880 by Lord Goddard, who also said:

A person who is aggrieved by a decision of one of these statutory tribunals can only apply to the court for relief by way of *certiorari* to bring up the order and quash it if the tribunal has acted outside its jurisdiction. It is now settled law that if the tribunal is acting within its jurisdiction, absence of evidence does not affect its jurisdiction to deal with a case nor does a misdirection of the tribunal to itself in considering the evidence, nor does a wrong decision in point of law.

The Chief Justice thought these decisions were inconsistent with more recent cases. In *R. v. Northumberland Compensation Appeal Tribunal*, [1951] 1 K.B. 711, a decision which was affirmed by the Appeal Court, it was held that the Divisional Court has jurisdiction to quash by *certiorari* the decision of an inferior tribunal where the latter has embodied the reasons for its decision in the order and these decisions are wrong in law; it was also held that *certiorari* is not a remedy which can be granted only where an inferior tribunal has acted without or in excess of its jurisdiction. In the Court of Appeal it was held that an order of *certiorari* can be granted to quash a decision of an inferior Court such as a statutory tribunal on the ground of error on the face of the record. Chief Justice Kerwin referred to this decision with approval in *Labour Relations Board B.C. v. Can. Safeway Ltd.* (L.G., 1953, p. 1170) and Mr. Justice Kellock also quoted from it in the same case.

Chief Justice Martin was therefore of the opinion that the order of the Board declaring the unfair labour practice could be quashed if it was wrong in law. After considering the provisions of the Act, however, he concluded the Board was right in its construction of the statute.

He found nothing in the Act restricting the employees' choice of bargaining representatives. The Act plainly stated that persons other than employees of the employer could be bargaining representatives. If the Act did not exclude employees of competing firms it was not the function of the Court to question the wisdom of the Legislature.

Mr. Justice McNiven agreed with the conclusions of the Chief Justice as to the nature and scope of a writ of *certiorari* but not with his interpretation of the Trade Union Act. He thought the bargaining committee was improperly constituted and that the company was justified in refusing to bargain with it.

He said the underlying principle of the Act was bargaining collectively which meant

bargaining in good faith. This could not be done when employees of a competing company were on the bargaining committee and when the company would be forced to disclose confidential information which could be used against it. In his opinion the Act did not intend to give the Union an unfettered discretion in its choice of representatives.

He would have found the company not guilty of an unfair labour practice and would have quashed the order. *Marshall-Wells Co. Ltd. v. Retail, Wholesale and Department Store Union Local 454* [1955] 4 DLR 591.

Newfoundland Supreme Court...

...refuses injunction to restrain truckers' union from interfering with a member's "right to work"

On September 19, 1955, Judge Dunfield of the Newfoundland Supreme Court dismissed an application by a truckman for an interim injunction to restrain the truckmen's union from interfering with his right to work until trial of an action he had taken against the union.

In giving reasons for his decision, Judge Dunfield related the facts that led to the application. The St. John's Truckmen's Protective Union is an old trade union which started in the days of the horse and cart. At present it consists of master truckmen, operators of from one to several motor trucks.

A local company which deals in building materials (O'Leary's) employed Roche, a member of the union, to haul building materials. The company dismissed him on the ground that his trucks were dirty and thus damaged the dressed lumber and wall-board; it employed another member of the union, Mugford, in his place.

After about a week a union delegate and the union president told O'Leary's and Mugford that they considered Roche had been unjustly dismissed and that neither Mugford, nor any member of the union, would be allowed to work in Roche's place.

Mugford stated on affidavit that he was told by the president that if he continued to work for O'Leary's he would be fined and expelled from the union. He claimed to have lost about \$750. He said that his living and that of his six employees was bound up with his membership in the union. He said that he would lose O'Leary's as a customer, because they said if they could not choose their truckmen they would be compelled to invest in trucks of their own.

Mugford then took action against the union asking for an injunction restraining the union from interfering with his right

to work, and in particular, his right to work for O'Leary's; and for a declaration that Rule 4, Section 3 of the rules and by-laws of the union is void as being against public policy, and as being an attempt to usurp the jurisdiction of the Courts, and as being contrary to natural justice.

Rule 4, Section 3, reads: "No member of this union shall be permitted to work for or with a person or firm which has unjustly dismissed or suspended another union member." Other rules provide that any member who does not abide by the rule shall be dealt with by the executive, who shall have power to fine, suspend or expel him. The executive consists of the president and seven other officers, who are elected annually by ballot, and a committee of three appointed annually by the officers. Another rule provides that all complaints made by a member of the union against a brother member for violation of the rule shall be tried by a committee of seven members chosen by the president from the union. The decision of the committee is final.

Summing up the present state of the matter, the judge said:

Nothing would seem to have occurred so far except that the president and delegate have threatened to take some steps. So far as I am told, no action has been taken by the executive, nor has any disciplinary committee been appointed.

This was the background of the request for an interim injunction "that the defendant and/or its agents be restrained from interfering with the plaintiff's right to work and in particular with his right to perform services for the firm of F. M. O'Leary Ltd. until after the trial of this action or until further order".

Judge Dunfield then turned to a consideration of the principles to be applied in dealing with a request for a temporary injunction pending trial:

One has to consider primarily whether it is necessary to preserve the *status quo*, and to prevent irreparable damage being done before trial; and further, there must be a strong *prima facie* case that the plaintiff will succeed at the hearing. It must be, as we say, a fairly clear case.

In this instance irreparable damage might be done before trial, because the plaintiff was losing money and there would be a question whether he could recover damages from his union. Was there a strong probability of his succeeding at the trial?

If the members, which includes the officials, of the union, acting *bona fide* and without malice as I think they are, conclude that it is in their interest to withdraw their labour

from O'Leary's, they are not doing anything unlawful. And if it is not unlawful for them to do this, it is not unlawful for them to tell O'Leary's that they contemplate doing it... They cannot be compelled to work for O'Leary's if they do not want to.

And even if it were in order to grant an injunction against the two officers mentioned, we are not here dealing with one of the great foreign unions, having vast numbers of members and governed by a sort of distant bureaucracy of their own: we are dealing with a small union in a small city; the members all know each other; if it is their will to act in concert in a certain way, the fact that their leaders are forbidden to say so openly will not prevent them from acting in concert. The Court will not issue a futile injunction.

Going on to consider whether the plaintiff had "a fairly clear case", he said:

The plaintiff will ask the Court in the action to restrain the union from interfering with his "right to work" and in particular, his right to work for O'Leary's; and to say that R. 4, s. 3, is void as against public policy, an attempt to usurp the jurisdiction of the Courts, and contrary to natural justice. I have difficulty in understanding all this, and so will the Court when it comes to it. Union men who enter into rules and regulations, which are a sort of mutual contract, abridge the generality of their "right to work" by deciding to regulate themselves as a body, overriding if necessary the will of individuals. So plaintiff's "right to work", as a member, is subject to the rules.

He went on to say that Rule 4, s. 3, seems to embody one of the commonest features of union practice, and if that is contrary to public policy, every union in the world will have to be closed down. As to usurping the jurisdiction of the Courts, it cannot do so. Seeing that union rules are not a very free contract, since a man has little or no free choice as to whether he will join or not, the Court will examine their administration as between member and member, and see that fair play is given internally. If action is taken internally against a member without giving him an opportunity of being heard in his own defence and treated fairly, that will be contrary to natural justice, and will be restrained, but that is a question of proceedings under the rules, and not of the rules themselves.

This was enough to indicate, he said, that the law is complex, the exact circumstances are not yet fully known, and any result may follow. In these circumstances the application for an interlocutory injunction should be refused. *Mugford v. St. John's Truckmen's Protective Union, Hearn and Billard*, (1955) 5 DLR 644.

United States Supreme Court...

... rules that workers must be paid for activities that are "integral and indispensable" part of job

In two recent decisions under the Fair Labor Standards Act, as amended by the Portal-to-Portal Act, handed down on January 30, 1956, the United States Supreme Court ruled that employees must be paid for activities which are "an integral and indispensable part" of the principal activities which they were employed to perform, even though such activities are performed before or after the regular work shift, on or off the production line, and no collective agreement, custom or practice requires such payment.

The Court found that clothes changing and showering in a storage battery plant, where these are required as health measures because of contact with dangerously toxic materials, and knife sharpening in a meat packing plant were indispensable to the performance of productive work and part of the employees' principal activities. It rejected the employers' contention that these activities were "preliminary" or "postliminary" within the meaning of the Portal Act, for which payment is required only if a collective agreement, custom or practice so provides.

Chief Justice Earl Warren, who delivered the decision of the Court in both cases, stated that the Portal-to-Portal Act was enacted in 1947 to meet an "existing emergency" resulting from claims for portal-to-portal pay which, if allowed in accordance with the *Anderson v. Mt. Clemens Pottery Co.* case, would have created "wholly unexpected liabilities, immense in amount and retroactive in operation." In that case (L.G. 1946, p. 999), the Supreme Court ruled that employees in a pottery plant were entitled to be paid for time spent in walking from time-clock to work bench and in other preparatory activities such as changing to work clothes.

The Act established the principle that employers are not required to pay employees for time spent in walking, riding or travelling to and from the place of performance of their principal activity or in any "preliminary" or "postliminary" activities performed before or after the regular work shift unless payment for such activities is required by collective agreement, custom or practice in the establishment.

The Supreme Court's decisions upheld the Wage and Hour Division's interpretation of the Act. The actions were brought by the Secretary of Labor to obtain injunctions to require the two firms in question to keep records of, and pay for, the extra

time involved. Because of the importance of the interpretation of the portal-to-portal provisions in the administration of the Act, and because of the conflict between the decisions given in the lower courts, the Supreme Court decided to review the two cases.

In the battery plant case (*Steiner v. Mitchell*), the Chief Justice described the hazards to which production employees were exposed because of the use in the plant of lead and its compounds and sulphuric acid, and stated that "the chemicals permeate the entire plant and everything and everyone in it". In such plants it was "almost impossible" to keep lead concentration in the air "within absolutely safe limits". He pointed out that the risk even existed outside the plant because lead dust and fumes attached themselves to the skin, clothing and hair of the employees. Showering and clothes changing had thus become "a recognized part of industrial hygiene programs in the industry".

The Chief Justice noted that, as required by state law (in this case the law of Tennessee), the employer had provided showers and a locker room with separate lockers for work and street clothing. To comply with the state Workmen's Compensation Act, under which lead poisoning is a compensable occupational disease, the employer was required to carry insurance to protect against liability, and it was pointed out that the insurance carrier would not accept the risk if the employer refused to provide showering and clothes changing facilities for his employees. The Court noted also that, since sulphuric acid causes rapid deterioration in work clothing, the employer furnished without charge old but clean work clothes which the employees wore. Employees regularly changed into work clothes before starting their work and showered and changed back at the end of the work period. It was found that the time spent in these activities amounted to half an hour a day, 10 minutes in the morning and 20 minutes in the afternoon.

The Court considered that, while Congress intended to outlaw claims prior to 1947 for wages based on all employee activities unless provided for by contract or custom of the industry, including activities performed before or after regular hours of work, it did not intend to deprive employees of the benefits of the Fair Labor Standards Act where such activities are an integral part of and indispensable to their principal activities. That this was the Congressional intent was indicated very clearly in the Senate debate on the Portal Bill. This position was strengthened by

the fact that a section was added to the Act (Section 3 (o)) in 1949 which excluded from the computation of hours worked any time spent in changing clothes or washing at the beginning or end of the workday which was expressly excluded by collective agreement. "Its clear implication is," Chief Justice Warren stated, "that clothes changing and washing, which are otherwise a part of the principal activity, may be expressly excluded from coverage by agreement." It would be difficult to conjure up an instance where changing clothes and showering are more clearly an integral and indispensable part of the principal activity of the employment than in the case of these employees, the Court concluded.

The Court specifically noted that its holding was applicable only in the particular circumstances and that the question of changing clothes and showering under normal conditions was not involved. These activities ordinarily constitute "preliminary" or "postliminary" activities excluded from compensable working time. Neither was the question of back pay involved since the trial Court limited its judgment to prospective relief.

In the second case (*Mitchell v. King Packing Co.*), the Court found that knifemen employed by an interstate packer who was engaged in slaughtering, butchering, dressing and distributing meat and meat products were required to sharpen their knives outside their regular shift, and for this activity they were not compensated. A knifeman ordinarily sharpened from two to four knives a day. He was paid by the hour and, excluding knife-sharpening time, worked eight hours a day and five days a week. The knives must be "razor sharp," the Court noted. A dull knife would slow down production which was conducted on an assembly line basis, affect the appearance of the meat and the quality of the hides, cause waste and make for accidents.

The Supreme Court did not agree with the earlier judgment of the Court of Appeals that the knife sharpening was "preliminary" or "postliminary" and did not become an integral part of the principal activity merely because it was indispensable to the proper performance of productive work. Reversing and remanding that judgment, the Court ruled that the time spent in knife sharpening constituted an integral and indispensable part of the regular butchering activities of the employees and as such was compensable under the Fair Labor Standards Act. *Steiner v. Mitchell* and *Mitchell v. King Packing Co.*, Labor Law Reporter, 29 Labor Cases, 69,711 and 69,712.

Recent Regulations under Provincial Legislation

British Columbia issues accident-prevention regulations respecting diesel equipment in underground construction and amends schedule of industrial diseases with respect to exposure to radioactive material

In British Columbia, the Workmen's Compensation Board has issued accident prevention regulations governing the use of diesel engines in underground construction projects not covered by mining Acts. The schedule of industrial diseases for which compensation is paid in the province was amended to give broader coverage to diseases resulting from contact with radio-active materials.

Regulations under the Ontario Apprenticeship Act set out the courses to be taught apprentice carpenters and plasterers at the Provincial Institute of Trades and by the employer.

Other regulations deal with certification of refrigeration journeymen in British Columbia, and licences for operators of sixth class high-pressure plants and electrical workers in Manitoba.

British Columbia Apprenticeship and Tradesmen's Qualification Act

Regulations under the British Columbia Apprenticeship and Tradesmen's Qualification Act respecting certificates of proficiency in the refrigeration trade were gazetted February 16. The Act, which was passed last year, gave the Lieutenant-Governor in Council authority to set up examining boards and provide for examinations for certificates of proficiency in a designated trade. A board of examiners for the refrigeration trade has just been appointed and these regulations are the first special trade rules issued under the new Act.

For the purpose of these regulations, the refrigeration trade means the repair, installation and maintenance of refrigeration equipment and controls and such work on refrigeration equipment as is usually performed by a refrigeration journeyman.

Certificates of proficiency in this trade will be granted only to persons who qualify by examination. To be eligible for examination, a candidate must submit with his application fee satisfactory proof that he has either served an apprenticeship or had at least 8,000 hours' experience in the refrigeration trade.

The examinations will be prepared by the Advisory Committee and conducted by the examining board. There will be both theoretical and practical tests, which will be marked and evaluated by the examining

board in consultation with the Advisory Committee. A person who fails a test may, on payment of the prescribed fee, apply for further examinations on the subject in which he has failed.

British Columbia Workmen's Compensation Act

Accident Prevention Regulations

New accident prevention regulations respecting equipment in underground construction projects, adopted by the British Columbia Workmen's Compensation Board after a public hearing, took effect February 1. The regulations, which were gazetted February 23, apply to construction projects where the work area is below the surface of the earth and the operations do not come under the Coal Mines Regulation Act or the Metalliferous Mines Regulation Act. They are the first of this kind to be issued in any province.

The regulations provide that no internal combustion engine using gasoline, naphtha or liquefied petroleum gas for fuel is to be operated in any underground construction project. The Board may, however, authorize the use of internal combustion engines of the diesel type if certain requirements are met.

Every diesel engine must either be new or in such a state of repair that its performance is approximately as good as that of a new engine. Each engine is to be equipped with a suitable diesel exhaust gas conditioner which is to be properly maintained and regularly serviced. A carbon monoxide tester must also be provided.

A diesel engine is not to be permitted to idle unnecessarily and operating time has to be kept to a minimum. Every engine is to be checked regularly and kept in good operating condition by a competent person. Carbon monoxide tests are to be conducted at least once each shift when diesel equipment is operated. If the carbon monoxide content exceeds 20 parts per million parts of air, immediate action must be taken to reduce the contamination to allowable concentrations.

Proper ventilation is to be provided so that there is at least 75 cubic feet of air per minute per brake horse-power of the aggregate diesel equipment in use. If the ventilation ceases to function, all diesel

equipment must be shut down until proper ventilation has been restored and all workmen are to be so instructed.

A record book is to be maintained in which operators of diesel engines are to report any unsatisfactory condition of the equipment in their care. The results of carbon monoxide tests are also to be entered in this book.

Schedule of Industrial Diseases

The Workmen's Compensation Board has amended the Schedule of Industrial Diseases with respect to disease resulting from exposure to radium and radioactive materials. Radium and radioactive materials are being used increasingly in industry and elsewhere and the new regulation provides extended coverage.

Effective February 9, 1956, compensation will be paid to persons suffering from radiation disease as a result of working with any process or in any industry where X-ray apparatus is operated or where radioactive materials are used. Previously, compensation was paid only for X-ray cutaneous, circulatory or blood-cell lesions or physiological endocrine change resulting from operating an X-ray apparatus in an industry or hospital covered by the Act.

Two other provinces, Ontario and Saskatchewan, allow compensation for any disease resulting from exposure to X-rays, radium or other radioactive substances. In Quebec, compensation is paid if the exposure causes ulceration or a malignant disease.

Manitoba Operating Engineers and Firemen Act

Regulations under the Manitoba Operating Engineers and Firemen Act were amended by Man. Reg. 10/56 gazetted February 11. The new regulations, which amend Man. Reg. 16/51 (L.G. 1952, pp. 191-193), provide for a new class of high-pressure plant and make a corresponding change in the classification of certificates.

A high-pressure plant is one that operates at a pressure of 15 pounds or more per square inch, and six classes of plants are now recognized. The one just approved, sixth class high-pressure plant, is defined as a plant that is used to produce sheet ice in curling rinks or sports arenas, or to supply air conditioning in theatres and other public buildings, or for other similar purposes approved by the Minister of Labour.

Because of this change, a sixth class operators' certificate, qualifying the holder to take charge of a sixth class high-pressure plant, has been approved. Pre-

viously four classes of operating engineers' certificates, provisional operating engineers' certificates and fireman's certificates had been provided for. As refrigeration and air conditioning plants now included in the sixth class may fall in a high horsepower category, they previously had to be operated by one of the classes of operating engineers, in some instances by an engineer of one of the senior classes.

A candidate for a sixth class operator's certificate has to qualify by examination. To be eligible for examination, he must have had not less than four months' experience as assistant operator of a refrigeration plant of not less than 15 h.p. or be the holder of a provisional engineer's certificate and in addition have had at least 30 days' experience as assistant operator of a refrigeration plant of not less than 15 h.p. A candidate who fails may apply again one month from the date of his previous examination.

In special circumstances, a candidate for a sixth class operator's certificate as well as candidates for fourth class or provisional operating engineers' certificates, or fireman's certificate, may be examined orally by a person nominated by the Board of Examiners.

Manitoba Power Commission Act

Regulations under the Manitoba Power Commission Act respecting licences to do electrical work were authorized by Man. Reg. 5/56 gazetted January 28. The provisions are much the same as those in regulations that have been in effect since 1946 (Man. Reg. 35/46) (L.G. 1946, p. 994).

A Board of Examiners appointed under the Act is empowered to issue to an electrical worker a general licence, which authorizes the holder to do any kind of wiring on any works in any locality under the Act, or a limited licence, which authorizes the holder to perform work on certain types of non-industrial premises where the capacity and pressure are within fixed limits. A wiring permit may also be issued for specified work in a specified locality. Examinations are based on standards established by the Canadian Standards Association and contained in the latest adopted edition of the Canadian Electrical Code, Part 1.

Any person who holds a subsisting contractor's licence or a journeyman's licence under the Electricians' Licence Act is deemed to hold a general licence under these regulations.

Unlicensed persons who desire to do work on their own premises may be issued wiring

(Continued on page 431)

Unemployment Insurance

Monthly Report on Operation of the Unemployment Insurance Act

Initial and renewal claims for unemployment insurance benefit decline slightly in January but number in live file rises, statistics* show

A slight decline in the number of initial and renewal claims for unemployment insurance benefit was recorded in January in all but the Atlantic provinces.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 261,661 claims were received in local offices across Canada in January, compared with 276,454 in December and 309,999 in January 1955.

A total of 476,946 regular and seasonal benefit claimants had an unemployment register in the live file at January 31, comprising 382,287 males and 94,659 females. This represents an increase over the 388,129 claimants (306,988 males and 81,141 females) recorded on December 30, 1955, but is substantially below the figure of 586,768 (476,464 males and 110,304 females) for January 31, 1955.

Adjudicating centres disposed of 294,715 initial and renewal claims; in 179,779 of these, the claimant was entitled to benefit. The number of claims on which the claimant was not entitled to benefit (including disqualifications arising from revised and seasonal benefit claims) was 123,487, and of these 105,195 or 85 per cent were in respect of claimants who failed to establish a regular benefit period. Practically all of the claimants failing to establish a benefit period had their claims considered for seasonal benefit but 25,550 of them failed to establish a benefit period under the seasonal benefit provisions. The chief reasons for disqualification were: "voluntarily left employment without just cause" 6,240 cases; and "not capable of and not available for work" 3,548 cases.

New beneficiaries for regular and seasonal benefit during January numbered 266,822, compared with 268,914 in January 1955. During December 1955 the number of new beneficiaries for regular benefit was 107,597.

A total of \$24,632,203 was paid during January 1956 to both regular and seasonal

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

claimants in compensation for 1,364,097 weeks; in January one year ago, \$28,372,412 was paid in compensation for 9,046,721 days. Regular benefit payments during December 1955 amounted to \$11,942,873, 702,642 weeks and 4,532 days.

The number of complete weeks compensated during January was 1,248,972; this constitutes 92 per cent of the weeks compensated. Earnings in excess of the allowable level for the weekly benefit rates accounted for 56 per cent of the partial weeks, the balance being due to other causes, such as waiting period or disqualification.

The estimated number of beneficiaries for regular and seasonal benefit per week during January 1956 was 313.3 thousand; this is compared with an estimated 450.3 thousand persons for the week January 29-February 4, 1955. During December 1955, an estimated 162.6 thousand persons received weekly payments for regular benefit.

(Commencing with the current month, benefit payment data are no longer segregated as to regular and seasonal. As a result information on benefit payments to seasonal claimants is not available separately.)

Claims totalling 107,241 were considered for seasonal benefit; 2,146 of these were renewal seasonal benefit claims.

Claims adjudicated numbered 106,983, of which 76,522 were entitled to benefit.

Seasonal benefit claimants having an employment register in the "live file" on the last working day of the month totalled 109,459.

*See Tables E-1 to E-4 at back of book.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for January show that insurance books or contribution cards were issued to 4,446,067 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1955.

At January 31, employers registered numbered 281,189, an increase of 1,310 during the month.

Enforcement Statistics

During January, 3,483 investigations were conducted by district investigators across Canada. Of these, 2,622 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 861 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 42 cases,* 3 against employers and 39 against claimants. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 378.*

Unemployment Insurance Fund

Revenue received in January totalled \$19,304,487.62, compared with \$20,624,583.57 in December and \$18,430,350.99 in January 1955. Benefit payments in January amounted to \$24,619,181.33, compared with \$11,928,501.78 in December and \$28,361,595.23 in January 1955. The balance in the fund at January 31 was \$885,542,795.92; at December 31, there was a balance of \$890,857,489.63 and at January 31, 1955, of \$886,711,147.56.

*These do not necessarily relate to the investigations conducted during this month.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CU-B 1213, February 3, 1956

Summary of the Facts: The claimant, 64 years of age, worked for the Canadian National Railways from 1908 to June 26, 1955, when he retired on a pension. His wages upon separation were \$253 a month. He filed an initial claim for benefit at the local office at Fort Erie, Ont., on September 19, 1955, and claimed the dependency rate in respect of his wife, from whom he is legally separated. He stated that in accordance with a court order he was giving her \$35 a month and, as this sum was paid to the bank, he had no "contact" with her and did not know whether or not she was employed.

The local office stated that, as reported in a local newspaper, the claimant's wife was vacationing in Florida.

Upon the evidence before him, the insurance officer did not approve the dependency rate of benefit because, in his opinion, the claimant had not proved that his wife was wholly or mainly maintained by him, as required by Section 33(3)(a)(i) of the Act.

From the decision of the insurance officer, the claimant appealed to a court of referees, before which he appeared on October 27,

1955, at St. Catharines, Ont. After having noted that he was not in a position to ascertain whether or not his estranged wife was working, the court of referees maintained by a majority the decision of the insurance officer.

The dissenting member expressed the opinion that, by ordering the claimant to pay \$35 a month to his estranged wife, the court "has imposed upon (him) a dependency status whether his wife works or not".

From the majority decision of the court of referees, the claimant appealed to the Umpire on the ground that he was supporting his wife as the court had directed him to do.

Conclusions: According to Section 33(3)(a)(i) of the Act a claimant is entitled to receive benefit at the rate for a person with a dependent, if his wife is being wholly or mainly supported by him. Regulation 125(2), however, specifies that the wife is not considered as being maintained wholly or mainly by the claimant or as being dependent on him if she receives earned income (including unemployment insurance benefit) in excess of \$12 a week.

The onus lies upon the claimant to prove that his contribution towards the maintenance of his wife is one which comes within the terms laid down in the above-mentioned provisions of the Act and Regulations.

In the present case, the evidence shows that the claimant pays \$35 a month to his wife but there is no indication as to what other income or sources of income she has. Therefore he has failed to prove that she is wholly or mainly supported by him, and the appeal must be dismissed.

Decision CU-B 1215, February 9, 1956

Summary of the Facts: The claimant, 21 years of age and married since October 30, 1954, worked for Canadian Arsenals Limited as an operator in the munitions department, from June 30, 1954, to June 28, 1955. She filed an initial claim for benefit on September 1, 1955, and stated that she had voluntarily left her position on June 28, 1955, because of pregnancy and illness resulting therefrom. She stated further that she expected to be confined around mid-January 1956, but that, at the present time, she was feeling well and willing to work.

She submitted a medical certificate dated September 9, 1955, which indicated that her health allowed her to work.

On September 16, 1955, the employer reported that the claimant had been laid off because she was pregnant and it was the company's policy not to retain a pregnant woman in hazardous work for some four and a half months immediately preceding the confinement. He added that it had been impossible to transfer the claimant to another department.

On the facts before him, the insurance officer disqualified the claimant from receipt of benefit for a period of two years from the date of her marriage because, in his opinion, she did not satisfy any of the additional conditions specified in Regulation 137.

From this decision the claimant appealed to a court of referees on September 26, 1955.

The court of referees which heard the claimant at Joliette, Que., on October 12, 1955, unanimously upheld the disqualification from receipt of benefit until October 2,

1955, only, on the ground that, pursuant to the amendments as of this date of the regulation concerning married women (now Section 161), the claimant was entitled to benefit.

From the decision of the court of referees the chief claims officer appealed to the Empire on December 12, 1955, contending that the claimant could not invoke these new provisions, as her state of pregnancy could not be assimilated to an illness within the meaning of sub-paragraph (iv) of Section 161 and she had not left the area to establish residence elsewhere as required in sub-paragraph (v) of this section.

Conclusions: This case involves an issue of jurisdiction, namely, whether or not it was open to the court of referees to consider the claim in the light of regulation 161, which came into effect on October 2, 1955, and to render a decision on a question which had not been laid before the insurance officer. The chief claims officer did not dispute the court's right to determine the merits of the claim, as of October 2, and I do not think it necessary for me to take up this issue, as there is no doubt in my mind that regulation 161 no more than regulation 137 entitled the claimant to receive benefit.

The court did not explain on what ground the amendments of the regulation concerning married women could affect the disqualification imposed on the claimant. However, as the evidence clearly indicates that her separation from work resulted from her pregnancy, it must be assumed that the court referred to sub-paragraph (iv) of paragraph 3(a) of Section 161, which stipulates that the additional condition need not be fulfilled by a married woman if her first separation from employment after marriage was in consequence of her incapacity for work due to illness, injury or quarantine.

Now, according to the jurisprudence established by my predecessor in decisions CU-B 1093 and 1094, there can be no question of incapacity for work due to illness in the case of a mere pregnancy.

Therefore, the claimant could not avail herself of this new provision of the regulation concerning married women.

The appeal is allowed.

An article in *Foreign Trade*, publication of the Department of Trade and Commerce, notes a steady shift in job opportunities from agriculture to industry. Today,

26 out of every 100 Canadians are employed in manufacturing, whereas only 17 out of every 100 were so employed in 1900.

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during February

Works of Construction, Remodelling, Repair or Demolition

During February the Department of Labour prepared 164 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 66 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in February for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Department of Defence Production (January) . .	149	\$1,320,604.00
Post Office	11	79,149.92

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Wage Claims Received and Payments Made during February

During February the sum of \$9,408.52 was collected from six employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 208 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during February

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

Valcartier Que: George L Lennon, construction of school. *Deep River Ont:* G M Gest Ltd, construction of electrical distribution system.

Defence Construction (1951) Limited

Greenwood N S: Albi Applicators Ltd, application of fire retardant material on hangar. *Sydney N S:* Canadian National Railways, *construction of railway siding, Seaward Defence Base. *Casey Que:* North Shore Construction Co Ltd, construction of bridges on access road. *Longueuil Que:* Babcock, Wilcox and Goldie-McCulloch Ltd (Eastern Branch), supply & erection of boiler & ancillary equipment, Sorel Industries Ltd. *Valcartier Que:* A Deslauriers & Fils Ltée, installation of insulation, lining, heating & exterior steam mains, bldg No 15, CARDE; C. Jobin Ltée, construction of supply bldg, POL service station & outside services; Magloire Cauchon Ltée, construction of physical training bldg. *Barriefield Ont:* M Sullivan & Son Ltd, construction of drill hall, QM & technical stores. *London Ont:* Sterling Construction Co Ltd, construction of physical training bldg, Wolseley Barracks. *Petawawa Ont:* Ball Brothers Ltd, construction of various bldgs & outside services. *Uplands Ont:* B Perini & Sons Canada Ltd, construction of roads, walks, parking area & sewer & water services, RCAF Station. *Shilo Man:* Claydon Co Ltd, construction of junior ranks club. *Claresholm Alta:* International Water Supply Ltd, *construction of well, RCAF Station; A C Border & Co Ltd, installation of additional water supply system, RCAF Station. *Cold Lake Alta:* Terminal Construction Co Ltd, grading & seeding, RCAF Station. *Ralston Alta:* R P Medhurst & Sons, drilling natural gas wells, Suffield Experimental Station. *Royal Roads B C:* Luney Brothers & Hamilton Ltd, construction of extension to gymnasium (swimming pool).

Building and Maintenance

Charlottetown P E I: County Construction Co Ltd, heating & electrical renovations to three bldgs, Brighton Compound. *Cornwall Ont:* Eagle Construction Co Reg'd, construction of transformer vault, Armouries. *London Ont:* Consolidated Painting & Decorating Co Ltd, interior & exterior painting of various bldgs, Wolseley Barracks. *Picton Ont:* H J McFarland Construction Co Ltd, construction of concrete block, Camera Bldg, CARDE. *Calgary Alta:* Dickie's Electric Ltd, rewiring & relighting, Mewata Armouries.

Department of Defence Production

(January Report)

Beauport Que: Tri-Bec Inc, rewiring & relighting of Armoury. *Montreal Que:* Tree Surgery Co Ltd, removal of snow at #4 Works Coy. *Rimouski Que:* Tri-Bec Inc, rewiring & relighting of Armoury. *Ville La Salle Que:* Canadian Pacific Railway Co, removal of snow. *Falconbridge Ont:* Lorne Lanthier, construction of culvert, RCAF Station. *Lakeview Ont:* Canadian Comstock Co Ltd, installation of shut off valves, #15 ROD, Army Ordnance Depot. *London Ont:* C H McInnis Co Ltd, installation of conveyors, #27 COD. *Navan Ont:* Taggart Construction Ltd, repair of septic tank, RCAF Station. *Rockcliffe Ont:* Doran Construction Co, replacement of defective timbers & reinforcement of beams in bldgs, RCAF Station. *Trenton Ont:* P H Davis, renewal of window wells, tile drains & sidewalks & waterproofing of basements, RCAF Station; P H Davis, replacement of weather stripping on hangars & bldgs, RCAF Station; P H Davis, waterproofing of basements, renewal of window wells, tile drains & sidewalks, RCAF Station. *Claresholm Alta:* Les Cookshaw, repainting exterior of bldgs, RCAF Station. *Esquimalt B C:* Gilbert Brown, alteration to bldg #508, HMC Dockyard. *Sea Island B C:* R H Neven Co Ltd, painting of PMQ's, RCAF Station. *Vancouver B C:* Canadian National Railways, repair of railway siding, Lynn Creek, Naval Supply Depot.

National Harbours Board

Halifax Harbour N S: Standard Paving Maritime Ltd, construction of water line, pier 9. *Montreal Harbour Que*: Westeel Products Ltd, replacement of corrugated sheeting, shed 25.

Department of Public Works

Change Island Nfld: Twillingate Engineering & Construction Co Ltd, construction of post office bldg. *Wood Island Ferry P E I*: L M Poole & Co Ltd, construction of inspection bldg. *Shippigan Gully N B*: Comeau & Savoie Construction Ltd, construction of breastworks. *Hull Que*: Thomas Fuller Construction Co Ltd, construction of public bldg. *La Tuque Que*: Bourcier & Tremblay Ltd, construction of public bldg. *Mamainse Harbour Ont*: Cummins Construction Co, *dredging. *Ottawa Ont*: Sirotek Construction Ltd, construction of brooder house, Central Experimental Farm. *Sudbury Ont*: B Perini & Sons (Canada) Ltd, construction of federal bldg. *Toronto Ont*: Redfern Construction Co Ltd, alterations to Postal Terminal "A". *Regina Sask*: Smith Bros & Wilson Ltd, construction of "B" block, RCMP; N B Roantree Co Ltd, heating & oil storage tank installation, RCMP. *Camrose Alta*: Chas T Burrows, completion of federal bldg. *Crofton & Vesuvius Bay B C*: B C Pile Drivers Ltd, driving piling. *Esquimalt B C*: Pacific Piledriving Co Ltd, wharf repairs, Fender Wharf, Esquimalt Dry Dock. *Prince George B C*: Marpole Construction Co Ltd, alterations & additions, Old Post Office Bldg. *Sidney B C*: B C Pile Drivers Ltd, repairs to wharf. *Victoria B C*: Pacific Piledriving Co Ltd, construction of wharf for hydrographic services.

Department of Transport

Stephenville Nfld: Colonial Construction Co Ltd, construction of Terminal Bldg. *House Harbour Que*: Gaspé Equipment & Transport Co Ltd, construction of airport. *Montreal Que*: removal of centre pier of bridge No 5, Atwater Ave, Lachine Canal. *Windsor Ont*: Eastern Construction Co Ltd, construction of Terminal Bldg. *Chatham Point B C*: A & B Construction Co Ltd, construction of fog alarm station. *Vancouver B C*: Byers Construction Co Ltd, repairs to roof trusses. *Coppermine N W T*: Yukon Construction Co Ltd, erection of prefabricated meteorological station.

Recent Regulations (Continued from page 425)

permits by the Commission through authorized employees or by municipalities which have been authorized to appoint inspectors.

Ontario Apprenticeship Act

New apprenticeship regulations for carpenters and plasterers have been issued in Ontario by the Industry and Labour Board and the Provincial Advisory Committee. The regulations were gazetted February 4 and are similar to those recently authorized for masons and bricklayers (L.G., March, p. 307). Courses of study for carpenters and plasterers have been approved by the Board and are set out in O. Reg. 8/56, and O. Reg. 10/56. The general building trades regulations (CRO 378) have also been amended and new sections on carpenters and plasterers authorized by O. Reg. 9/56 and O. Reg. 11/56 have been substituted.

The regulations made by the Board provide for full-time educational day classes at the Provincial Institute of Trades at Toronto, and for at least 1,280 hours of training by the employer. The subjects to be taught are set out in two schedules: Schedule I lists the subjects to be taught at the educational institute and Schedule II the subjects to be taught by the employer.

The schedules also indicate the skill the apprentice is expected to acquire. Schedule I of the carpenters' regulations contains 20 subjects, including blueprint reading, mathematics and English; Schedule II lists the same subjects with the exception of English and the making of joints. Schedule I for plasterers has 186 topics, one of which is the history of plastering and stuccoing from the time of primitive man to the present; Schedule II contains 110 of the topics listed in Schedule I.

The general regulations issued by the Advisory Committee contain a number of similar provisions for carpenters and plasterers. To enter into a contract, an apprentice must be at least 16 and not more than 21 years of age. The term of apprenticeship is the same, four years including the probationary period. There is no longer any restriction as to the number of apprentices in each district. An employer who is himself a journeyman but does not employ another journeyman, or an employer who is not a journeyman and hires only one journeyman, may have one apprentice. In all other cases, there may be one additional apprentice for every additional eight journeymen employed, except that the number of plasterers apprenticed to one employer is limited to three.

Wages, Hours and Working Conditions

Working Conditions, April 1955, in the Primary Textile Industry

No important changes occurred in year ending April 1, 1955. Number of non-office employees covered by the 40-hour week increased moderately. Eighty per cent of employees surveyed received 6 or more paid holidays

No important changes in working conditions in the primary textile industry occurred over the year 1954-55, according to the survey for April 1, 1955.*

There was a moderate increase in the number of non-office employees covered by the 40-hour week. Provisions governing vacations with pay and paid statutory holidays showed little change over the 12 months, with two weeks' vacation with pay after five years of service being the general practice and about half of all employees receiving a third week, the predominant service requirement being 25 years. Eighty per cent of the employees in the survey group received six or more paid statutory holidays, showing no change from a year ago. Pensions, group life insurance, hospitalization and medical insurance were made available to most employees and in about the same proportions as a year earlier.

The Normal Work Week

The five-day week was in force in about 77 per cent of the establishments surveyed, employing the same percentage of all employees (see Table 1). By number of establishments, the 45-hour week was the most common, being in force in about 33 per cent of them, compared with 22 per cent for those on 40 hours or less. By number of employees, the 40-hour week was predominant, applying to 37 per cent of them, compared with 23 per cent on the 45-hour week. Those working on more than a 45-hour week amounted to 25 per cent of total employment.

The 40-hour week was most common in the cotton yarn and broad woven goods section of the industry, applying to 79 per

cent of the plant workers, while it was least common in rayon, nylon and silk textiles, where the proportion of plant employees was 7 per cent; the proportions were 21 per cent for hosiery and knit goods and 13 per cent for woollen and worsted woven goods. The number of plant employees working 45 hours or more per week was 20 per cent in cotton yarn and broad woven goods, 73 per cent in woollen and worsted woven goods, 51 per cent in rayon, nylon and silk textiles, and 67 per cent in hosiery and knit goods.

More plant workers in Quebec were on the 40-hour week than in the other provinces, 41 per cent compared with 34 per cent in Ontario, 22 per cent in the Atlantic provinces and 18 per cent in the western provinces. A 45 hour-week or more was worked by 51 per cent of the employees in Quebec, by 48 per cent in Ontario, 7 per cent in the Atlantic provinces and 4 per cent in the western provinces.

Annual Vacations with Pay

More than three-quarters of the mills surveyed, employing more than 90 per cent of the plant workers, provided two weeks' annual paid vacation, in the case of more than 95 per cent of the employees, after employment of five years or less (see Table 2). An annual vacation with pay of three weeks was observed in one-quarter of the establishments, employing almost half of the workers, applying to workers with employment periods ranging from 15 to 25 years.

Two weeks' vacation with pay after five years of employment or less was provided to all employees in cotton yarn and broad woven goods, to 79 per cent in woollen and worsted woven goods, to 81 per cent in rayon, nylon and silk textiles, and to 85 per cent in hosiery and knit goods. Three weeks' vacation with pay after service periods ranging from 15 to 25 years was

*Results of the survey for April 1, 1954, appeared in the *LABOUR GAZETTE*, February 1955, pp. 212-215. Some differences in coverage occurred in the present survey, which are in part responsible for changes in survey findings.

TABLE 1.—STANDARD WEEKLY HOURS IN THE PRIMARY TEXTILES INDUSTRY, APRIL 1, 1955

	Primary Textiles		Number of Non-Office Employees							
	Establishments	Employees	By Industry				By Region			
			Cotton Yarn and Broad Woven Goods	Woollen and Worsted Woven Goods	Rayon, Nylon and Silk Textiles	Hosiery and Knit Goods	Atlantic	Quebec	Ontario	Western
Survey Coverage.....	263	48,918	17,125	7,823	9,995	13,975	1,639	25,224	21,514	541
Standard Weekly Hours:										
40 and under.....	59	18,164	13,547	1,010	724	2,883	357	10,399	7,311	97
Over 40 and under 44.....	58	4,579	.....	681	3,157	741	168	3,412	3,412	375
44.....	22	2,696	.....	433	1,033	1,072	992	1,250	405	49
45.....	86	11,222	1,191	3,619	2,368	6,106	.....	2,682	8,540	.....
Over 45 and under 48.....	11	910	.....	505	111	294	.....	230	680	.....
48.....	45	9,400	2,204	1,248	3,437	2,511	53	8,161	1,166	20
Over 48.....	22	1,947	45	317	1,217	368	69	1,878	.....	.....
On a 5-day Week.....	202	37,726	15,328	5,769	4,799	11,830	525	16,370	20,335	496

provided to 70 per cent of the employees in cotton yarn and broad woven goods, to 43 per cent in woollen and worsted woven goods, to 34 per cent in rayon, nylon and silk textiles, and to 22 per cent in hosiery and knit goods (while another 5 per cent in this latter group received three weeks after other periods).

Paid Statutory Holidays

The percentage distribution of mill workers according to the number of paid holidays they received is shown as follows:—

Number of Paid Holidays	Percentage of Total Mill Workers
	%
None.....	5
1 and 2.....	4
3.....	3
4.....	3
5.....	1
6.....	14
7.....	24
8.....	34
More than 8.....	8
No information.....	3

Eight or more paid holidays were provided to 22 per cent of the plant employees in cotton yarn and broad woven goods, 62 per cent in woollen and worsted woven goods, 61 per cent in rayon, nylon and silk textiles and 41 per cent in hosiery and knit goods.

Pension and Insurance Plans

Pension plans were provided by 28 per cent of the mills, employing 58 per cent of the workers. They were most common in the cotton group, where they were provided by 76 per cent of the establishments employing 91 per cent of the workers; they were provided by 17 per cent of the establishments in the woollen group employing 19 per cent of the workers, by 29 per cent of the establishments in the rayon group employing 69 per cent of the workers, and by 18 per cent of the establishments in the hosiery group employing 31 per cent of the workers. The size of the employer contribution varied, with 47 per cent of all employees having the employer pay the complete cost, while 28 per cent of the employees were covered by plans in which the employer paid half the cost. Between 51 and 99 per cent of the cost was paid by the employer in the case of 14 per cent of the employees.

TABLE 2.—VACATIONS WITH PAY, STATUTORY HOLIDAYS, SICKNESS ABSENCE PROVISIONS AND PAY PRACTICE IN THE PRIMARY TEXTILES INDUSTRY, APRIL 1, 1955

	Establish- ments	Non-Office Employee
Survey Coverage.....	263	48,918
<i>Vacations With Pay</i>		
One week with pay after:		
Less than 1 year.....	47	15,016
1 year.....	183	28,170
Service not specified.....	15	1,609
Two weeks with pay after:		
1 year or less.....	24	7,003
2 years.....	19	2,129
3 years.....	16	2,154
5 years.....	133	32,139
Other periods.....	9	1,158
Three weeks with pay after:		
15 years.....	24	6,472
20 years.....	13	2,384
25 years.....	29	12,911
Other periods.....	2	674
Four weeks with pay.....	1	530
<i>Vacation Pay Computed</i>		
At normal straight time weekly rates.....	26	3,439
Percentage of annual straight time earnings.....	30	2,373
Percentage of annual earnings (including overtime pay, shift differentials etc.).....	187	39,785
Combination.....	14	2,000
Other.....	3	1,249
<i>Paid Statutory Holidays</i>		
Number reporting		
No paid holidays.....	35	2,359
1 and 2.....	9	1,831
3.....	7	1,605
4.....	12	1,746
5.....	8	736
6.....	43	7,116
7.....	40	11,689
8.....	83	16,663
More than 8.....	12	3,698
No information.....	14	1,475
<i>Sickness Absence Provision</i>		
Wages or salary continued.....	15	2,197
Wages or salary discontinued, but insurance plan or equivalent providing cash compensation for wage loss.....	164	41,080
Combination of above.....	4	710
No provision.....	71	4,630
No information.....	9	301
<i>Pay Practice</i>		
Frequency of pay-day		
Weekly.....	186	36,880
Every two weeks.....	72	11,823
Other (1).....	5	215
Method of payment		
By cheque.....	89	22,249
By cash.....	173	26,637
No information.....	1	32

(1) Includes cases where no information was reported and cases where the practice was not uniform for all employees.

In group insurance, the proportion of establishments providing and employees receiving such benefits were as follows:—

Industry Group	Establish- ments	Employees
Cotton, etc.....	87	94
Woollen, etc.....	75	86
Rayon, etc.....	84	97
Hosiery, etc.....	55	76
Total.....	67	89

For 40 per cent of the employees the cost was fully paid by the employer while for 19 per cent of the employees half the cost was paid by the employer; for 27 per cent of all employees, the employer paid between 51 and 99 per cent of the cost.

Hospitalization plans were the general rule, their distribution being as shown in the table at the top of the following page.

Industry Group	Establishments	Employees
	%	%
Cotton, etc.....	97	97
Woollen, etc.....	81	86
Rayon, etc.....	90	94
Hosiery, etc.....	75	85
Total.....	82	91

The plans were paid for in full by the employer in the case of 37 per cent of the employees, while a 50-per-cent employer contribution was made in the case of 17 per cent of the employees and between 51 and 99 per cent of the cost was paid by the employer in the case of 25 per cent of the employees.

For other types of plans the breakdown is shown in the table at the top of the next column.

	Mills	Employees
	%	%
Surgical benefits.....	71	87
Physician's services in hospital.....	45	42
Physician's home & office calls.....	17	14
Cash compensation for loss of earnings due to illness.....	62	85

The employer paid half the cost of surgical benefit plans covering 18 per cent of the employees, between 51 and 99 per cent of the cost for 26 per cent of the employees, and the full cost for 38 per cent.

The employer paid half the cost of plans providing physician's services in hospital for 24 per cent of the employees, between 51 and 99 per cent of the cost for 13 per cent of the employees, and the full cost for 26 per cent of the employees.

Methods of Wage Payment in Canadian Manufacturing, Oct. 1954

More than three times as many plant employees are paid by time as by payment-by-results schemes: 67 per cent of plant workers in survey were paid by the former method, only about 20 per cent by the latter method

More than three times as many plant employees are paid by time as by payment-by-results schemes, an analysis of methods of wage payment in effect in Canadian manufacturing at October 1, 1954, has indicated.

Some 515,104 plant workers, or 67 per cent, of a total of 766,182 covered by the survey were paid on the basis of time. In contrast, about 20 per cent were paid by a payment-by-results schemes (see Table 1).

TABLE 1.—METHODS OF WAGE PAYMENT IN CANADIAN MANUFACTURING. PLANT WORKERS BY SYSTEM OF PAYMENT, OCTOBER 1, 1954

	Plant Workers Covered	
	No.	%
Total Survey Coverage.....	766,182	100.0
Time rates only.....	515,104	67.2
Piece work plans.....	74,528	9.7
Incentive bonus plans.....	70,081	9.1
Other.....	7,447	1.0
No information.....	99,022	13.0

Almost 10 per cent were on piece work, 9 per cent on an incentive bonus scheme, and the remaining 1 per cent were paid by some other type of payment-by-results system. No information was received for 99,022, or 13 per cent, of the employees covered by the survey.

This information was gathered from the Department's survey of wage rates and salaries for October 1, 1954. The survey covered 6,447 establishments and 766,182 plant or non-office workers. Employers were asked to record the number of plant workers paid by: (a) time rates only; (b) piece rates; (c) production or incentive bonus plan; and (d) other methods (commission, mileage, etc.)* The term production or incentive bonus applies to bonus payments directly related to the output of an individual worker, or group of workers, but not ordinary piece work. This type of

*To place in one classification those workers who were recorded as being paid by a combination of (b), (c) and (d), the following rule was used: (c) was given priority over (b) and (d), and (b) priority over (d). Such duplications of methods were rarely reported, however.

TABLE 2.—METHODS OF WAGE PAYMENT IN CANADIAN MANUFACTURING. PLANTS BY SYSTEM OF PAYMENT EMPLOYED IN PLANT, OCTOBER 1, 1954

	Plants	Plant Workers Employed
	No.	No.
Total survey coverage.....	6,447 %	766,182 %
1. Time rates are only system of wage payment.....	51.3	44.3
2. Some system of payment-by-results is employed.....	32.6	44.6
(a) Piece rates but no incentive bonus schemes are employed.....	19.1	21.2
(b) Incentive bonus schemes but no piece rates are employed.....	6.6	14.6
(c) Both piece rates and incentive bonus schemes are employed.....	1.9	5.8
(d) Proportion of plants where piece rates are employed (a) + (c).....	21.0	27.0
(e) Proportion of plants where incentive bonus schemes are employed (b) + (c).....	8.5	20.4
(f) Other types of payment-by-results schemes, but no piece rates or incentive bonus schemes.....	5.0	3.0
3. Plants which gave no information.....	16.1	11.1*

(*) The 1.9 per cent difference between this figure and the 13.0 per cent figure reported as no information in Table 1 is the percentage of plant employees not accounted for in those establishments which gave some, but not complete information.

bonus is generally paid for production in excess of a quota or for the completion of a job in less than standard time.

Table 2 separates those establishments which paid by time only from those which had a payment-by-results scheme. Note that in this table the "Plant Workers Employed" column differs from the "Plant Workers Covered" columns in Table 1. In the former the data show plant workers employed in establishments which have the different methods of wage payment, in the latter the data show plant workers covered by the different methods of wage payment.

From Table 2 it can be seen that just over one-half of the establishments in the survey, or almost two-thirds of the establishments which gave information in Canadian manufacturing, paid by time only.

These establishments employed fewer than half of the workers surveyed. On the other hand, one-third of the surveyed establishments had a payment-by-results system of one form or another, and these establishments employed about the same number of workers. More than 1,000, or 16 per cent, of the establishments in the survey gave no information.

In terms of the number of plants, piece-rate plans were the most common of the payment-by-results systems. They were employed in more than twice as many plants as incentive bonus schemes, occurring in more than one-fifth of all establishments surveyed, or well over one-half of the establishments which reported some form of payment-by-results system. Production bonus schemes, on the other hand,

TABLE 3.—INCENTIVE BONUS PLANS AND PIECE WORK PLANS IN MANUFACTURING, OCTOBER 1, 1954

	Establishments	Plant Workers
	No.	No.
Total survey coverage.....	6,447 %	766,182 %
Establishments that have an incentive bonus plan.....	8.5	20.4
Workers eligible for incentive bonus.....	8.5	9.1
Establishments that have piece work plans.....	21.0	27.0
Workers on piece work.....	21.0	9.7

TABLE 4.—PIECE WORK PLANS AND INCENTIVE BONUS PLANS IN MANUFACTURING

Establishments and Plant Workers by Industry, October 1, 1954

—	Survey Coverage		Incentive Bonus Plans						Piece Work Plans						Rate of partici- pation in Piece Work Plans		
	Estab- lish- ments	Plant Workers	Establishments which have Bonus Plans		Workers in Establishments which have Incentive Bonus Plans		Workers Eligible for Incentive Bonus		Rate of Partici- pation in Bonus Plans		Establishments which have Piece Work Plans		Workers in Establishments which have Piece Work Plans			Workers on Piece Work Plans	
			No.	% (C of D)	No.	% (E of F)	No.	% (G of H)	No.	% (I of J)	No.	% (K of L)	No.	% (M of N)		No.	% (O of P)
	No.	No.															
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
Food and Beverages	1,043	104,824	45	4.3	9,282	8.9	5,075	4.8	54.7	62	5.9	11,068	10.6	2,870	2.7	25.9	
Tobacco and Tobacco Products	23	17,043	1	4.3	1,256	17.8	125	1.8	10.0	12	52.2	3,119	44.3	1,123	15.9	36.0	
Rubber Products	215	17,757	13	40.6	7,030	48.5	4,317	29.8	4.4	13	40.6	6,919	47.7	3,799	26.2	54.9	
Leather Products	285	45,204	49	17.2	17,044	37.7	6,472	2.9	38.5	141	65.6	13,724	77.3	6,497	36.6	47.3	
Textile Products (except Clothing)	680	57,774	26	3.8	3,340	5.8	1,926	3.3	35.0	131	46.0	30,438	67.3	7,509	16.6	24.7	
Clothing (Textile and Fur)	802	61,781	51	6.4	4,084	6.6	2,216	3.6	54.3	163	20.3	18,793	30.4	23,298	40.3	59.4	
Wood Products	297	66,282	36	12.1	7,253	10.9	3,163	4.8	43.6	36	12.1	6,680	10.1	953	1.4	14.3	
Paper, Printing, Publishing and Allied Indus- tries	461	28,763	10	2.2	1,509	5.2	731	2.5	48.4	11	2.4	1,003	3.5	121	.4	12.1	
Iron and Steel Products	776	112,662	90	11.6	42,501	37.7	13,621	12.1	32.0	126	16.2	37,889	33.6	12,002	10.7	31.7	
Transportation Equipment	700	102,791	99	14.1	19,335	18.8	9,227	9.0	47.7	93	13.3	15,578	15.2	4,094	4.0	26.3	
Non-Ferrous Metal Products	169	35,548	19	11.2	16,104	45.3	8,094	22.8	50.3	30	17.8	2,180	6.1	742	2.1	34.0	
Electrical Apparatus and Supplies	175	37,769	36	20.6	15,418	40.8	10,312	27.3	66.9	26	14.9	7,562	20.1	3,633	9.6	47.9	
Non-Metallic Mineral Products	229	19,815	28	12.2	6,165	31.1	1,992	10.1	32.3	44	19.2	7,498	37.8	1,234	6.2	16.5	
Products of Petroleum and Coal	61	9,592	1	1.6	444	4.6	193	2.0	43.5	11	3.5	672	2.2	163	.5	24.3	
Chemical Products	313	30,657	14	4.5	1,730	5.6	834	2.7	48.2	47	25.3	4,236	31.6	2,043	15.2	48.2	
Miscellaneous Manufacturing Industries	186	13,419	19	10.2	2,495	18.6	1,274	9.5	51.1	47	25.3	4,236	31.6	2,043	15.2	48.2	
Totals	6,447	766,182	548	8.5	156,387	20.4	70,081	9.1	44.8	1,354	21.0	206,553	27.0	74,528	9.7	36.1	

were employed in fewer than one-tenth of the establishments surveyed, or about one-quarter of the establishments reporting a payment-by-results scheme.

The popularity of piece-rate plans is not so apparent in terms of the number of workers affected (see Table 3). Employees affected by these plans numbered only about 4,500 more (six-tenths of one per cent) than the number affected by production bonus schemes. This reflects a lower rate of participation (that is, the proportion of employees in the plant affected) in piece-work plans. At October 1, 1954, the rate of participation of plant workers in incentive bonus plans was 44.8 per cent; in piece-work plans, 36.1 per cent. In other words, in those plants having piece-work plans, more than one-third of the employees, on the average, participated but in plants with production bonus schemes, close to one-half participated.

The industry breakdown (Table 4) shows the rate of participation in production bonus plans to be over 30 per cent, at least, in every industry, except tobacco and tobacco products, where it was as low as 10 per cent, and over 50 per cent in seven of the industries. In piece-work plans, on the other hand, the rate of participation was less than 30 per cent in eight of the seventeen industries, and over 50 per cent in only two industries.

The statistics also indicate that payment-by-results systems tended to be found in the larger establishments. This was particularly true of production bonus schemes. The 548 plants which reported such schemes employed 156,387, or one-fifth of the employees covered by the survey. This result should not be too surprising, since larger establishments have the facilities and resources to cope with the complexities, book work and administration of incentive bonus schemes. These schemes

were found in a larger proportion of establishments in such large-firm industries as rubber and electrical apparatus and supplies, and in the larger firms of such industries as iron and steel products, non-ferrous metal products and textile products, where the characteristics of the production process and types of products tend to lend themselves to the introduction of such schemes (see Table 4).

Piece-work plans, on the other hand, were found in plants much smaller than the average-sized establishment that employed a production bonus scheme. These plans, which, in general, simply pay the worker so much for each unit produced, do not involve the same difficulties of calculation and administration as do incentive bonus schemes. Their occurrence, then, is probably much more dictated by the nature of the product and the production process and less by such other considerations as the facilities and resources required to introduce and maintain these plans, as is the case with incentive bonus schemes.

Piece-work plans were quite common in tobacco and tobacco products, rubber products, leather products, textile products and clothing (see Table 4). These industries tend, in most cases, to reveal characteristics which facilitate the introduction of a payment-by-results plan. Some of these characteristics are some measure of control by the individual over his output, ability to measure his output, production of quantity without materially affecting quality, and the repetitious nature of the job. The rarity of occurrence of both incentive bonus and piece-work plans in printing, publishing, and allied industries, chemical products and products of petroleum and coal, on the other hand, tends to reflect the dominance of opposite characteristics which inhibit the introduction of payment-by-results schemes.

Strikes and Lockouts

Canada, February 1956*

Time lost in work stoppages arising out of industrial disputes declined during February compared with January but the idleness was still substantial and was much greater than in February 1955, when little time was lost. Eighty-five per cent of the February 1956 idleness was caused by one dispute involving motor vehicle and parts,

diesel locomotive, stove, refrigerator and air conditioning factory workers at London, Oshawa, St. Catharines, Toronto and Windsor, Ont.

The issue of increased wages was a factor in 14 of the 22 disputes in existence during February. Of the other stoppages, five arose over conditions of work, two over dismissals or suspensions and one over a union question.

*See Tables G-1 and G-2 at back of book.

In February 1956 there were 22 strikes and lockouts in existence, involving 20,144 workers, with a time loss of 234,795 man-working days, compared with 13 strikes and lockouts in January 1956, with 17,335 workers involved and a loss of 338,340 days. In February 1955, there were 12 strikes and lockouts, 2,843 workers involved and a loss of 20,669 days.

For the first two months of 1956 preliminary figures show a total of 25 strikes and lockouts, involving 21,219 workers and a time loss of 573,135 days. In the same period in 1955 final figures show 23 strikes and lockouts, 12,525 workers involved and a loss of 239,654 days.

Based on the number of non-agricultural paid workers in Canada, the time lost in February was 0.27 per cent of the estimated working time; January 1956, 0.38 per cent; February 1955, 0.02 per cent; the first two months of 1956, 0.33 per cent; and the first two months of 1955, 0.14 per cent.

Of the 22 strikes and lockouts in existence in February 1956, two were settled in favour of the workers, three in favour of the employers, three were compromise settlements and four were indefinite in result, work being resumed pending final settlement. At the end of the month 10 disputes were still in existence.

(The record does not include minor strikes such as are defined in a footnote in Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, Que., on February 23, 1954; lumber mill workers at Saint John, N.B., on May 26, 1955; and newspaper printing plant workers at Montreal, Que., on April 20, 1955.)

Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in December 1955 was 134 and 14 were still in progress from the previous month, making a total of 148 during the month. In all stoppages of work in progress, 24,100 workers were involved and a time loss of 116,000 days caused.

Of the 134 disputes leading to stoppages of work that began in December, four, directly involving 1,200 workers, arose over demands for advances in wages, and 69, directly involving 8,200 workers, over other wage questions; 10, directly involving 700 workers, over questions respecting the employment of particular classes or persons; 49, directly involving 3,900 workers, over other questions respecting working arrangements; one, directly involving 800 workers, over questions of trade union principle; and one, directly involving 100 workers, was in support of workers involved in another dispute.

United States

Preliminary figures for January 1956 show 250 work stoppages resulting from labour-management disputes beginning in the month, involving 85,000 workers. The time loss for all work stoppages in progress during the month was 2,000,000 man-days. Corresponding figures for December 1955 were 175 stoppages involving 50,000 workers and a loss of 2,000,000 days.

Prices and the Cost of Living*

Consumer Price Index, March 1, 1956

The consumer price index (1949=100) was unchanged at 116.4 between February 1 and March 1, 1956. A year earlier it stood fractionally lower at 116.0.

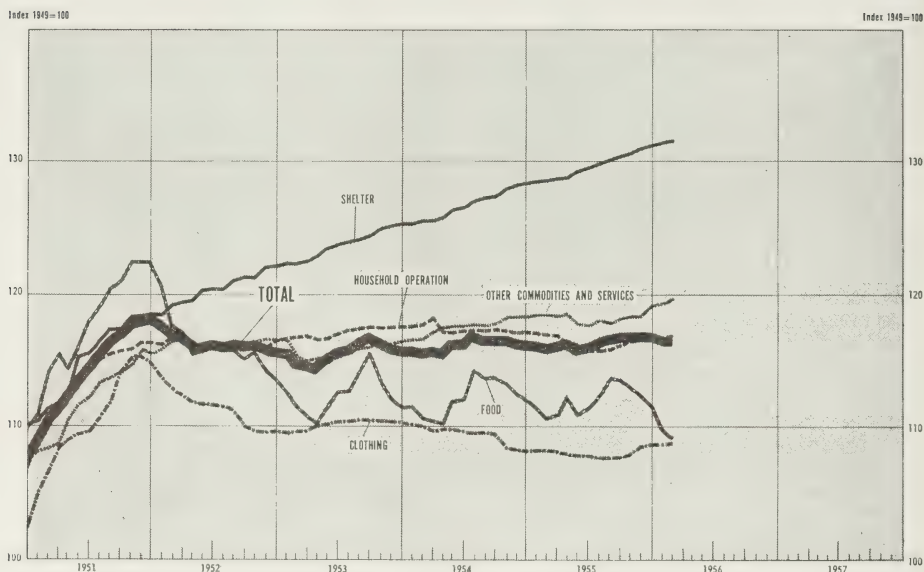
During this twelve-month period, the index has reflected considerable stability of prices, ranging only about 1.0 per cent between 115.9 and 116.9.

In the current month, slight increases in the shelter, clothing, household operation and other commodities and services indexes were offset by a decrease of 0.7 per cent in the food index from 109.9 to 109.1. This marks the lowest point the food index has reached in five years, and it now stands about 9 per cent above its pre-Korean level.

The shelter series remained practically unchanged, moving from 131.5 to 131.6,

*See Tables F-1 and F-2 at back of book.

CONSUMER PRICE INDEX FROM JANUARY 1951



following fractional increases in both rent and home-ownership components. Small scattered increases among clothing items were sufficient to move the clothing index from 108.6 to 108.7. The household operation component also advanced 0.1 per cent from 116.7 to 116.8 under the influence of a few small increases. Higher prices for new passenger cars, compared with those prevailing last autumn, as well as higher quotations for automobile tires and repairs, and hospital rates, were responsible for moving the other commodities and services index from 119.3 to 119.9.

Group indexes one year earlier (March 1, 1955) were: food 110.7, shelter 128.6, clothing 108.0, household operation, 117.0, and other commodities and services 118.3.

City Consumer Price Indexes, February 1956

Consumer price indexes (1949=100) declined in all but one of the ten regional cities between January 3 and February 1, 1956. Decreases ranged from 0.2 per cent in Ottawa to 1.2 per cent in Vancouver. The index for St. John's increased 0.2 per cent over the month.

Food indexes were lower in all cities except St. John's, where it was unchanged. Downward movements were fairly substantial in a number of cities, particularly

Vancouver, where it amounted to 3.0 per cent. Food prices were lower in practically all cities for a wide range of items, notably eggs, oranges, grapefruit, all cuts of beef and to a lesser degree pork, margarine, tea and coffee. Among scattered increases, only those for fresh and canned vegetables, particularly potatoes, were of any consequence.

The shelter indexes showed only minor movements: they remained unchanged in seven cities and rose only 0.1 per cent in the other three. Little change was recorded in the clothing indexes: seven were unchanged, two moved up 0.1 per cent and one declined 0.1 per cent.

Household operation indexes had varied movements: four were unchanged, five increased and the Vancouver index declined 1.8 per cent. Coal prices were up in Montreal, Ottawa and Toronto while sawdust and wood showed a substantial decrease in Vancouver. Prices of soap flakes and detergents were up in a number of cities.

The other commodities and services indexes were unchanged in five cities, down in one and increased in four cities, the 1.5-per-cent increase in the Ottawa index being the largest change. Local transportation fares increased in Ottawa and hospital rates increased in most cities.

Regional consumer price index point changes between January 3 and February 1 were: Vancouver -1.5 to 118.5; Edmonton-Calgary -0.7 to 114.1; Toronto -0.5 to 118.3; Saskatoon-Regina -0.5 to 114.7; Halifax -0.4 to 114.1; Montreal -0.4 to 117.0; Saint John -0.3 to 117.1; Winnipeg -0.3 to 116.5; Ottawa -0.2 to 117.3; St. John's +0.2 to 104.9.*

Wholesale Prices, February 1956

Canada's general wholesale price index (1935-39 = 100) advanced to 222.2 in February from 222.0 a month earlier and 217.4 a year earlier. Six of the major component groups advanced, one declined, and one remained unchanged.

Non-ferrous metals registered the largest gain over January, moving up 0.7 per cent to 203.6. Fibres, textiles and textile products rose 0.5 per cent to 228.9, vegetable products advanced 0.3 per cent to 193.3, and iron and its products rose 0.2 per cent to 231.1. Chemicals and allied products advanced 0.2 per cent to 178.6. Increases in United States coal, pottery and sulphur moved non-metallic minerals and their products up 0.1 per cent to 178.9.

Animal products declined 0.7 per cent to 217.4 due to decreases in steers, fresh meats, fowl, eggs, hides and skins, cured meats, fishery products, tallow and raw furs; a small increase occurred for cheese in the milk products sub-group.

Wood, wood products and paper remained unchanged at 305.8.

Canadian farm product prices at terminal markets were slightly lower between January and February; the composite index dropped 0.4 per cent to 195.9 from 196.7.

The animal products series receded to 232.3 from 235.0, reflecting lower prices for steers, eggs, and eastern poultry and cheesemilk, which overbalanced minor increases for hogs, lambs and calves. On the other hand, field products rose to 159.5 from 158.4 as prices advanced sharply for potatoes in the West. Moderate increases were noted for potatoes in eastern markets, while flax, rye, western hay and Ontario corn and oats were also higher. The price of Ontario wheat was somewhat lower.

Residential building material prices were stable in February; the index remained unchanged at 289.6 as minor

offsetting price changes occurred for a few items. Some plumbing series, notably pipe, and spruce lumber registered gains, while offsetting decreases were reported for fir dimensions and shellac.

Non-residential material prices rose fractionally, the index (1949=100) moving to 126.9 from 126.7. Higher prices for metals were, in turn, translated into firmer quotations among plumbing and heating equipment, and hardware series. Eastern spruce lumber also reflected strength, while declines occurred in shellac, building block and certain fir lumber specifications.

U.S. Consumer Price Index, February 1956

The United States consumer price index (1947-49=100) showed no change between mid-January and mid-February, the U.S. Bureau of Labor Statistics reported.

At 114.6, the index was 0.3 per cent higher than in February 1955 and a little lower than the 115.0 of February 1954.

Again in February, food prices were down and other prices were up.

U.K. Index of Retail Prices, December 1955

The United Kingdom index of retail prices (Jan. 1952=100), compiled by the Ministry of Labour, remained unchanged at 116.2 between mid-November and mid-December 1955. Over the year, the index rose steadily from 110.2 in mid-January.

The mid-December index was 6.4 points higher than a year earlier.

New U.K. Index to be Adopted

A new index that reflects changes in the pattern of consumer spending and corrects errors in the old index has been devised by the U.K. Ministry of Labour. Prices on January 17, 1956, will be taken as the base. The index for mid-February will be the first published on the new base.

For the first time the items on which the index is based include television sets, washing machines, second-hand cars, tailor-made suits, fully-fashioned nylon hosiery, lipstick and face powder. Dropped from the index have been rabbits, formerly a popular meal, especially with the working classes, lump sugar and turnips.

Announcing the new index, Ian Macleod, Minister of Labour, explained that food had been slightly overweighted in the old index, with the result that it had slightly overestimated rises in the cost of living.

*On base June 1951=100.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 92.

Apprenticeship

1. APPRENTICESHIP COMMISSION OF THE PRINTING TRADES OF THE CITY OF MONTREAL. *Tenth Annual Report, 1954-55*. Montreal, 1955. Pp. 94.

2. TASMANIA. APPRENTICESHIP COMMISSION. *Twelfth Annual Report for the Year ended 31st December 1954*. Hobart, Government Printer, 1955. Pp. 8.

Arbitration, Industrial

3. AUSTRALIA, CHIEF CONCILIATION COMMISSIONER. *Annual Report pursuant to Section 108 of the Conciliation and Arbitration Act 1904-1952, 8th October, 1953, to 7th October, 1954*. Canberra, Government Printing Office, 1955. Pp. 3.

4. U.S. NATIONAL MEDIATION BOARD. *Twenty-First Annual Report, including the Report of the National Railroad Adjustment Board for the Fiscal Year ended June 30, 1955*. Washington, G.P.O., 1955. Pp. 74.

Congresses and Conventions

5. CONFEDERATION OF SHIPBUILDING AND ENGINEERING UNIONS. *Report of Proceedings of the 20th Annual Meeting... Blackpool on... 9th, 10th, 11th and 12th August, 1955*. Newcastle-on-Tyne, 1955. Pp. 495.

6. INTERNATIONAL CHEMICAL WORKERS UNION. *Twelfth Annual Convention, St. Louis, Mo., August 8-12, 1955. Proceedings of the Convention including Report of the Executive Board; Executive Board Supplemental Report; Report of the Secretary-Treasurer; Resolutions; Report of the Certified Public Accountant; Constitution*. Akron, 1955. Pp. 409.

7. INTERNATIONAL UNION UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA. *Proceedings, Fifteenth Constitutional Convention, March 27-April 1, 1955, Cleveland, Ohio*. Detroit, 1955. Pp. 593.

8. INTERNATIONAL LABOUR CONFERENCE. 38th, GENEVA, 1955. DELEGATION FROM AUSTRALIA. *Reports of the Australian Government Employers' and Workers' Delegates to the Thirty-Eighth Session of the International Labour Conference, Geneva, June 1955*. Canberra, 1955. 1 Volume (various pagings).

9. LABOUR PARTY (GREAT BRITAIN). *Report of the 54th Annual Conference held in... Margate, October 10 to October 14, 1955*. London, 1955. Pp. 307.

10. NEW BRUNSWICK FEDERATION OF LABOUR. *Official Proceedings of the 43rd Annual Convention, Campbellton, N.B., September 12th, 13th 14th, 1955*. St. John, 1955. Pp. 98.

11. NEW YORK STATE FEDERATION OF LABOR. *Official Proceedings, 92nd Annual Convention, 1955, Buffalo, N.Y., July 18, 19, 20, 21, 1955*. Albany, 1955. Pp. 137.

12. ROYAL SOCIETY FOR THE PREVENTION OF ACCIDENTS. *Proceedings of the National Industrial Safety Conference, 1955, the Spa, Scarborough, May 20th, 21st and 22nd, London, 1955*. Pp. 94.

13. UNITED FISHERMEN AND ALLIED WORKERS UNION. *Resolutions and Summary of Proceedings, Tenth Annual Convention, March 22-27, 1954, Vancouver, B.C.* Vancouver, 1954. Pp. 97.

14. UNITED FISHERMEN AND ALLIED WORKERS UNION. *Resolutions and Summary of Proceedings, Eleventh Annual Convention, March 28-April 1, 1955, Vancouver, B.C.* Vancouver, 1955. Pp. 67.

Civil Service

15. GREAT BRITAIN. CIVIL SERVICE COMMISSION. *Report of Her Majesty's Civil Service Commissioners for the Period 1st April, 1954 to 31st March, 1955; being the 89th Report of the Commissioners*. London, H.M.S.O., 1955. Pp. 33.

16. QUEENSLAND. PUBLIC SERVICE COMMISSIONER. *Thirty-Fourth Annual Report; being the Report for the Year ended 30th, June, 1955*. Brisbane, Government Printer, 1955. Pp. 45.

17. U.S. CIVIL SERVICE COMMISSION. EMPLOYMENT STATISTICS OFFICE. *Occupations of Federal White-Collar Workers showing Sex, Grades, and Average Salaries of Employees on August 31, 1954*. Washington, G.P.O., 1955. Pp. 53.

A study of white collar workers who form 70 per cent of the U.S. Government's civilian employees. The following tables are included: A.—Distribution of white-collar employees, by occupation, June 30, 1951 and August 31, 1954; B.—Occupational distribution of full-time white-collar employees, by agency, August 31, 1954; C.—Grade distribution and average annual salary of full-time white-collar employees, by occupation, August 31, 1954.

Efficiency, Industrial

18. MEHTA, M. M. *Measurement of Industrial Productivity*. Calcutta, World Press Ltd., 1955. Pp. 98.

"This study attempts to analyse and examine some of the problems connected with the meaning and measurement of industrial productivity." Cf. Preface.

19. WEISS, ABRAHAM. *What Automation means to You; a Summary of the Effects of the Second Industrial Revolution on the American Worker*. Washington, International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, 1955. Pp. 11.

The author points out that fewer workers produce more goods. For example, in January 1955, about 12½ million workers were able to produce as much as 13½ million workers produced 14 months before.

Factory Inspection

20. GREAT BRITAIN. FACTORY DEPARTMENT. *Annual Report of the Chief Inspector of Factories for the year 1954*. London, H.M.S.O., 1955. Pp. 265.

21. IRELAND (EIRE). FACTORY INSPECTION SERVICE. *Report for 1954 on the Work of the Factory Inspection Service*. Dublin, Stationery Office, 1955. Pp. 17.

Labour Bureaus

22. CANADA. DEPARTMENT OF LABOUR. *Annual Report for the Fiscal Year ended March 31, 1955*. Ottawa, Queen's Printer, 1955. Pp. 88.

23. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *Fourteenth Annual Report, Fiscal Year ending March 31, 1955*. Ottawa, Queen's Printer, 1955. Pp. 47.

24. ILLINOIS. DEPARTMENT OF LABOR. *Annual Report, 1954-1955*. Springfield, 1955. Pp. 88.

25. MALTA. DEPARTMENT OF LABOUR. *Report for the Year 1953*. Valetta, Government Printing Office, 1955. Pp. 67.

26. MAURITIUS. LABOUR DEPARTMENT. *Annual Report for 1954*. Port Louis, Government Printer, 1955. Pp. 73.

27. MICHIGAN. DEPARTMENT OF LABOR. *Annual Report, 1955*. Lansing, 1956. Pp. 27.

28. QUEBEC (PROVINCE). DEPARTMENT OF LABOUR. *General Report on the Activities of the Year ending March 31, 1955*. Quebec, Queen's Printer, 1955. Pp. 283.

29. TASMANIA. DEPARTMENT OF LABOUR AND INDUSTRY. *Fifteenth Annual Report for the Year ended 31st December 1954*. Hobart, Government Printer, 1955. Pp. 23.

Labour Organization

30. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Forty-Fourth Annual Report on Labour Organization in Canada*. 1955 ed. Ottawa, Queen's Printer, 1955. Pp. 124.

31. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Handbook of Union Government Structure and Procedures*, by James J. Bambrick and George H. Haas. New York, 1955. Pp. 120.

"This...study is based on an analysis of the constitutions of 194 unions with a declared membership of 17,513,798." Topics discussed include merger of the AFL and CIO, Dues, Initiation Fees, Strike Authorization Procedures, Strike Vote Procedures, Contract Authorization Procedures, Union Admittance, Disciplinary Procedures, Election of Union Presidents, Union Conventions and Executive Boards.

Labour Supply

32. CASSELMAN, PAUL HUBERT. *Economics of Employment and Unemployment*. Washington, Public Affairs Press, 1955. Pp. 183.

Partial Contents.—Full Employment.—The Factors governing Employment.—Seasonal Variations in Employment.—The Business Cycle and Employment.—Unemployment other than Cyclical and Seasonal.—Part-Time Employment and Under-Employment.—Employment Forecasting.

33. U.S. NATIONAL SCIENCE FOUNDATION. *Scientific Personnel Resources; a Summary of Data on Supply Utilization and Training of Scientists and Engineers*. Washington, G.P.O., 1955. Pp. 86.

Partial Contents.—The Growth of Science and Technology.—The Supply and Utilization of Scientists and Engineers.—The Professional Characteristics and Employment of Scientists and Engineers.—The Educational System, and the Training of Scientists and Engineers. Appendix: Organizations engaged in the Collection of Scientific Personnel Information.

Labouring Classes

34. ARNOT, ROBERT PAGE. *A History of the Scottish Miners from the Earliest Times*. London, Allen and Unwin, 1955. Pp. 445.

This is the story of Scottish Miners with particular reference to their unions.

35. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Provincial Labour Standards concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Equal Pay for Equal Work, Fair Employment Practices, Weekly Rest-Day and Workmen's Compensation*. Ottawa, 1955. Pp. 25.

36. INTERNATIONAL LABOUR OFFICE. *Forced Labour*. Sixth Item on the Agenda. Geneva, 1955-1956. 2 Volumes.

At head of title: Report 6 (1)-(2). International Labour Conference. 39th session, Geneva, 1956. Volume 1 contains a report and questionnaire. Volume 2 contains replies of member governments to the questionnaire.

37. JAPAN. MINISTRY OF LABOR. *Japan Labor Year Book for 1953*. Tokyo, 1954. Pp. 130.

38. QUEBEC (PROVINCE). EXECUTIVE COUNCIL... *Decree relating to the Dress Industry, Province of Quebec, administered by the Joint Commission for the Dress Industry of the Province of Quebec*. Rev. ed. with Amendments. Montreal: Joint Commission for the Dress Industry of the Province of Quebec, 1952. Pp. 26. Amendment sheets added covering years 1953, 1954, 1955.

39. U.S. CONGRESS. JOINT COMMITTEE ON THE ECONOMIC REPORT. *Low-Income Families*. Hearings before the Subcommittee on Low-Income Families... 84th Congress, 1st session, pursuant to Sec. 5(a) of Public law 304, 79th Congress. Washington, G.P.O., 1955. Pp. 757. Hearings held November 18-23, 1955. John Sparkman, Chairman of Subcommittee on Low-Income Families.

40. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Welfare and Pension Plans Investigation*. Interim Report; Panel Discussion, Review of Selected Plans: Two Plans evidencing Corrupt Operation, submitted to the Committee on Labor and Public Welfare by its Subcommittee on Welfare and Pension Funds, pursuant to S. Res. 40, 84th Congress, 1st sess. Washington, G.P.O., 1955. Pp. 59.

This Interim Report contains a summary of a panel discussion among labor and business representatives on welfare and pension plans and funds subject to collective bargaining. The report also contains a summary of

testimony on the general pattern of plans in the steel and automobile industries and a summary of alleged irregularities in the plans of the Laundry Workers' International Union and the Pointers, Cleaners and Caulkers Union Local No. 52, Chicago, Ill.

Statistics

41. GREAT BRITAIN. BOARD OF TRADE. *The Commonwealth and the Sterling Area*. 75th Statistical Abstract, 1951-1954. London, H.M.S.O., 1955. Pp. 318.

42. NEWSPRINT ASSOCIATION OF CANADA. *Newsprint Data: 1955. Statistics of World Supply and Demand*. Montreal, 1955. Pp. 23.

Wages and Hours

43. MANITOBA. DEPARTMENT OF LABOUR. *Annual Wage and Salary Survey, 1955, reflecting Rates contained in Final September Payroll*. Winnipeg, 1955? Pp. 43.

44. ROTHCHILD, KURT WILHELM. *The Theory of Wages*. Oxford, Basil Blackwell, 1954. Pp. 178.

"The considerable advances made by economic theory in the past 20 years in such fields as imperfect competition, underemployment and full employment have thrown much new light on the wage question. This modern work on wage theory combines these new developments with a full account of the earlier wage doctrines and thus gives a rounded picture of the present state of the debate in this important sector of economic science. The 15 chapters of the book are subdivided into 3 parts: Wages under perfect competition, Wages in the actual world, Wages and the community."

Workmen's Compensation

45. ILLINOIS. DEPARTMENT OF LABOR. *Annual Report on Compensable Work Injuries. Part 2. Compensation Claims closed, 1954*. Springfield, 1955. Pp. 38, 36.

46. MICHIGAN. WORKMEN'S COMPENSATION DEPARTMENT. *Annual Report, Oct. 1, 1954 to Sept. 30, 1955*. Lansing, 1955. Pp. 35.

47. NEBRASKA. WORKMEN'S COMPENSATION COURT. *Thirteenth Annual Report, July 1, 1954 to June 30, 1955, Inclusive*. Lincoln, 1955. Pp. 27.

48. U.S. EMPLOYEES' COMPENSATION APPEALS BOARD. *Decisions. Volume 5. July 1, 1952-June 30, 1953*. Washington, G.P.O., 1955. Pp. 630.

Miscellaneous

49. CANADA. DEPARTMENT OF JUSTICE. *Report of the Director of Investigation and Research, Combines Investigation Act for the Fiscal Year ended March 31, 1955*. Ottawa, 1955. Pp. 72.

50. CANADIAN AUTOMOBILE CHAMBER OF COMMERCE. *Facts and Figures of the Automobile Industry*. 1955 ed. Toronto, 1955. Pp. 40, 23.

51. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Foundry Craftsmen; the Moulder*. 2d ed. London, H.M.S.O., 1955. Pp. 16. This pamphlet describes the work and training of the craftsmen.

52. JOURNÉES D'ÉTUDES EUROPÉENNES SUR LA POPULATION, PARIS, 1953. *Études Européennes de Population: Main-d'oeuvre, Emploi, Migrations. Situation et Perspectives*. Paris, Editions de l'Institut national d'études démographiques, 1954. Pp. 438. At head of title: Centre européen d'études de population.

Papers given before a Conference on European Population held in Paris on May 21, 22 and 23, 1953. The conference was sponsored by the Institut National d'Études Démographiques, a French government agency.

53. McNAIR, JOHN. *James Maxton, the Beloved Rebel*. London, Allen & Unwin, 1955. Pp. 337.

Biography of the Scotch socialist M.P. who was one of the leaders of the Independent Labour Party during his lifetime.

54. RICHARDSON (JAMES) AND SONS. *Western Canadian Oils including Natural Gas Review.. 1956 Version*. Edition Ten. Winnipeg, 1956. Pp. 80.

55. SCHUMPETER, JOSEPH ALOIS. *History of Economic Analysis*; edited from manuscript by Elizabeth Boody Schumpeter. New York, Oxford University Press, 1954. Pp. 1260.

A history of economic developments from the earliest times up to modern times.

56. U.S. SELECTIVE SERVICE SYSTEM. *Annual Report of the Director of Selective Service for the Fiscal Year 1955 to the Congress of the United States pursuant to the Universal Military Training and Service Act, as amended*. Washington, G.P.O., 1956. Pp. 109.

57. WORLD CONFEDERATION OF ORGANIZATIONS OF THE TEACHING PROFESSION. *Annual Report including a Summary of Proceedings of the Assembly of Delegates, Istanbul, Turkey, July 31-August 5, 1955*. Washington, 1955. Pp. 51.

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(articles issued in Canada)

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Automatic factories are key to next technical advance, by J. J. Brown. (In *Canadian Business*, Oct. 1955, p. 26-29.)

Automation. (In *Labor Facts*, Jan. 1956, p. 1, 6-16.)

Automation. (In *Labour Gazette*, April 1955, p. 411-14.)

Automation: Part 1. Automation: Part II. (In *Labour Research*, Oct.-Nov.-Dec. 1955, p. 1-12; Jan. Feb.-March 1956, p. 1-12.)

Automation, a new impact and challenge, by T. F. Silvey. (In *Canadian Unionist*, Jan. 1955, p. 9-10.)

Automation and its challenges, by E. H. Walker. (In *Canadian Personnel and Industrial Relations Journal*, 4th quarter, 1955, p. 16-22.)

Automation; facts every worker needs to know. (In *UE News* (Canadian), Feb. 10, 1956, p. 2-3.)

(Digest of article in *Labor Facts*, Jan. 1956.)

Automation in aircraft industry, by G. Glinski. (In *Canadian Aviation*, Nov. 1955, p. 87-88.)

Automation—its personnel aspects. (In *Industrial Canada*, July 1955, p. 236-240.)

L'Automation laisse prévoir le salaire annuel garanti. (In *Le Travail*, May 27, 1955, p. 4-5.)

Automation, the word and the reality. (In *Industrial Canada*, January 1956, p. 41-50.)

Automation will change your job and your life, by J. McArthur. (In *Financial Post*, Sept. 3, 1955, p. 15.)

Automatisme, by L. P. Bonneau. (In *Revue de l'Univ. Laval*. Feb. 1955, p. 492-503.)

CANADA. Civil Service Commission. Organizations and Methods Service. Bibliography on electronic computers and data processing. 63p. Mimeographed. Supplement 1. June-July 1955. 14p.

Electronics industry grosses half a billion dollars a year. (In *Monetary Times*, March 1955, p. 48-50.)

First national conference of white collar workers discusses office automation. (In *The Canadian Unionist*, Oct. 1955, p. 426.)

Guideposts to further automation, by David Rubinfiel. (In *Plant Administration*, Sept. 1954, p. 126; 131-134; 136.)

- Industry has a new robot servant (digest of address), by M. O. Cross, Jr. (In *Financial Post*, Feb. 19, 1955, p. 24.)
- Labor roundup; how automation profits labor, by J. McArthur. (In *Financial Post*, May 28, 1955, p. 9.)
- Machines that feed on raw data; review article of *Electronic data processing in industry*. (In *Canadian Business*, Sept. 1955, p. 84, 86.)
- Management's new look—1955, by G. A. Wilkinson. (In *Trades and Labour Congress Journal*, March 1955, p. 18-19.)
- Modern marvels of automation transform industrial world. (In *Monetary Times*, March 1955, p. 51.)
- A new day's a'comin'—what to expect from automation. (In *Plant Administration* (1955), p. 76; 214; 216.)
- No coffee-break for these super-clerks, by D. R. Gordon. (In *Financial Post*, Nov. 26, 1955, p. 19.)
- Office automation; what's happening in CNR accounting? (In *Canadian National Magazine*, Jan. 1955, p. 4-5.)
- Plugged-in brains widening business, by V. J. Egan. (In *Financial Post*, April 23, 1955, p. 21.)
- "Supersonic" brain designing aid, by G. Glinski. (In *Canadian Aviation*, Dec. 1955, p. 81-82.)
- There is no need to fear automation, by J. J. Brown. (In *Canadian Business*, Oct. 1955, p. 30-34.)
- They'll learn computer magic (In *Financial Post*, Sept. 24, 1955, p. 40.)
- Trade unions and "Automation", by J. Walton. (In *Trades and Labour Congress Journal*, August 1955, p. 33.)
- What office equipment means to business; automation has brought a challenging new era, by R. G. Sinn. (In *Financial Post*, May 14, 1956, p. 50.)
- Will a machine ever take your job, by N. DePoe. (In *Maclean's Magazine*, Oct. 1, 1955, p. 20-21; 62-67.)
- You just 'plug in' this brain. (In *Financial Post*, Sept. 24, p. 18.)

Sharing Increased Productivity Benefits

Some problems encountered by Denmark in attempting to share equitably the benefits derived from increased productivity are discussed by Ivar Norgaard, Esbjerg Labour College headmaster, in the February-March issue of *Trade Union Information*.

Several examples are cited to show that collective bargaining in Denmark—where trade unions are strong—nets workers a fair share of the benefits.

The conclusion reached in the article is that increased productivity benefits should be shared by consumers, employers and workers alike.

Technical Education

A United Kingdom Government White Paper outlines a program of education that is being followed to obtain an adequate number of engineers and technicians to cope with increasing demands.

Being put in hand immediately is a five-year program of development related as closely as possible to the most urgent demands and the extent of available resources.

The objectives during this period are to increase by about one-half the output of students from advanced courses at technical colleges and a proportionate increase at the lower levels.

This will call for building of schools to be started in the period 1956-61 to the value of about 70 million pounds. When these objectives are secured, the Government will consider what further measures are needed.

The White Paper, *Technical Education*, may be obtained for 32 cents, from The United Kingdom Information Service offices, 275 Albert Street, Ottawa 4, Ont.

Disability Retirement Provisions

Inadequate provision in pension schemes for employees forced into early retirement through disabilities is discussed in a booklet based on a recent survey in 127 firms in the United States.

The booklet, *Disability Retirement in Industrial Pension Plans*, was prepared by the Industrial Relations Section, Department of Economics and Sociology, Princeton University.

The survey indicates that disability clauses are not a universal feature in industrial pension plans. Where these are provided, they do not go far enough.

The survey finds that more and more unions and companies are considering this phase of industrial life and making provision for the individual who must quit work before the generally accepted normal retiring age of 65.

Labour Statistics

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED JANUARY 21, 1956

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,517	101	402	1,577	2,024	960	453
Agricultural.....	694	*	41	149	201	279	23
Non-Agricultural.....	4,823	100	361	1,428	1,823	681	430
Males.....	4,242	82	318	1,233	1,504	759	346
Agricultural.....	674	*	40	148	193	270	22
Non-Agricultural.....	3,568	81	278	1,085	1,311	489	324
Females.....	1,275	19	84	344	520	201	107
Agricultural.....	20	*	*	*	*	*	*
Non-Agricultural.....	1,255	19	83	343	512	192	106
All Ages.....	5,517	101	402	1,577	2,024	960	453
14—19 years.....	503	14	39	186	156	78	30
20—24 years.....	712	18	51	232	237	125	49
25—44 years.....	2,588	46	183	725	958	454	222
45—64 years.....	1,504	22	113	384	583	266	136
65 years and over.....	210	*	16	50	90	37	16
<i>Persons with Jobs</i>							
All status groups.....	5,231	93	369	1,456	1,954	925	434
Males.....	3,988	75	286	1,126	1,442	728	331
Females.....	1,243	18	83	330	512	197	103
Agricultural.....	688	*	40	148	199	277	23
Non-Agricultural.....	4,543	92	329	1,308	1,755	648	411
Paid Workers.....	4,107	76	291	1,180	1,619	569	372
Males.....	2,968	60	217	874	1,143	397	277
Females.....	1,139	16	74	306	476	172	95
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	286	*	33	121	70	35	19
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,109	155	472	1,428	1,648	940	466
Males.....	1,047	50	110	248	312	215	112
Females.....	4,062	105	362	1,180	1,336	725	354

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended Jan. 21, 1956		Week Ended Dec. 10, 1955		Week Ended Jan. 22, 1955	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	299	281	218	202	382	364
Without Jobs.....	286	269	200	185	363	346
Under 1 month.....	82	82	86	86	100	100
1—3 months.....	154	154	81	81	176	176
4—6 months.....	29	29	17	17	50	50
7—12 months.....	*	*	*	*	23	23
13—18 months.....	*	*	*	*	*	*
19—and over.....	*	*	*	*	*	*
Worked.....	13	12	18	17	19	18
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	*	*	11	10	11	11

⁽¹⁾ To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	68,269
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	64,551
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828

TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, (including Govern- ment)	Supple- mentary Labour Income	Total
1949—Average	49	214	47	169	147	21	647
1950—Average	55	231	47	130	156	24	693
1951—Average	72	272	52	208	178	28	810
1952—Average	76	303	63	233	199	32	906
1953—Average	72	329	70	252	218	35	976
1954—Average	72	323	68	261	239	36	999
1955—Average	74	344	78	276	262	38	1,072
1954—December	78	325	71	269	253	36	1,032
1955—January	71	318	60	257	250	35	991
February	68	327	57	257	252	35	996
March	59	330	56	259	257	36	997
April	59	336	63	266	253	36	1,013
May	69	340	72	273	258	37	1,049
June	77	346	86	279	265	38	1,091
July	80	346	86	283	260	38	1,093
August	81	353	92	282	261	39	1,108
September	81	355	93	285	273	39	1,126
October	82	358	99	289	271	40	1,139
November	83	357	89	290	274	40	1,133
December	81	363	80	290	272	39	1,125

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At January 1, employers in the principal non-agricultural industries reported a total employment of 2,596,718.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

Source: Employment and Payrolls, (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1953—Jan. 1.....	113.0	141.6	125.3	53.81	111.4	139.1	124.9	54.92
Feb. 1.....	110.3	145.6	132.0	56.72	111.9	149.7	133.8	58.82
Mar. 1.....	110.0	147.0	133.6	57.40	112.7	151.9	134.8	59.25
Apr. 1.....	110.0	146.7	133.4	57.33	112.9	152.6	135.2	59.43
May 1.....	110.9	148.2	133.9	57.52	113.1	152.9	135.2	59.43
June 1.....	112.4	151.5	134.4	57.72	113.4	154.0	135.2	59.43
July 1.....	114.9	154.5	134.0	57.57	114.7	155.0	134.5	59.16
Aug. 1.....	115.6	155.3	133.9	57.52	114.4	153.9	134.0	58.93
Sept. 1.....	116.6	157.0	134.1	57.61	115.6	155.4	133.8	58.83
Oct. 1.....	116.9	158.7	135.3	58.11	115.2	157.1	135.8	59.69
Nov. 1.....	115.9	157.4	135.3	58.14	113.1	155.0	136.4	59.98
Dec. 1.....	114.1	154.9	135.3	58.13	110.9	152.8	137.1	60.29
1954—Jan. 1.....	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1.....	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1.....	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1.....	105.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1.....	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1.....	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1.....	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1.....	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1.....	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1.....	113.4	157.1	137.9	59.25	108.1	151.8	139.6	61.39
Nov. 1.....	112.5	157.2	139.2	59.78	106.3	150.5	140.8	61.89
Dec. 1.....	112.1	156.2	138.7	59.59	105.4	149.7	141.2	62.07
1955—Jan. 1.....	109.1	149.2	136.1	58.49	103.2	143.5	138.3	60.80
Feb. 1.....	105.8	148.8	140.0	60.15	103.6	148.2	142.2	62.53
Mar. 1.....	105.6	150.3	141.7	60.86	105.7	152.5	143.5	63.11
Apr. 1.....	105.7	150.0	141.2	60.68	106.5	154.2	143.9	63.28
May 1.....	107.4	153.1	141.9	60.96	107.3	156.6	145.1	63.81
June 1.....	111.7	158.8	141.4	60.76	109.3	158.9	144.5	63.54
July 1.....	115.3	164.1	141.7	60.87	111.6	161.5	143.9	63.28
Aug. 1.....	116.1	166.0	142.3	61.13	111.4	161.0	143.7	63.18
Sept. 1.....	118.3	169.0	142.2	61.11	114.0	164.9	143.8	63.24
Oct. 1.....	118.5	170.4	143.1	61.49	113.4	166.2	145.6	64.04
Nov. 1.....	118.2	171.4	144.3	61.97	112.8	166.5	146.8	64.54
Dec. 1.....	117.9	170.9	144.4	62.02	112.3	166.3	147.2	64.71
1956—Jan. 1.....	114.7	162.5	141.1	60.61	109.8	157.0	142.1	62.50

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Jan. 1 1956	Dec. 1 1955	Jan. 1 1955	Jan. 1 1956	Dec. 1 1955	Jan. 1 1955
(a) Provinces						
Newfoundland.....	125.5	140.9	123.5	52.95	55.11	49.81
Prince Edward Island.....	113.4	120.9	103.2	45.11	45.59	43.67
Nova Scotia.....	99.4	100.5	96.8	49.94	51.01	48.28
New Brunswick.....	107.4	110.2	102.9	53.60	51.68	50.37
Quebec.....	115.9	119.7	109.7	58.49	59.93	56.18
Ontario.....	115.3	117.1	109.2	62.82	64.55	61.20
Manitoba.....	105.5	108.5	103.5	58.28	58.45	56.23
Saskatchewan.....	113.3	121.6	115.8	58.16	58.79	56.43
Alberta (including Northwest Territories).....	133.4	137.5	128.5	62.71	63.94	59.09
British Columbia (including Yukon).....	111.5	116.6	103.9	65.17	66.93	62.60
Canada.....	114.7	117.9	109.1	60.61	62.02	58.49
(b) Metropolitan Areas						
St. John's.....	112.4	124.9	114.0	44.81	45.10	41.95
Sydney.....	89.1	89.4	92.1	61.87	63.28	60.12
Halifax.....	119.9	117.2	114.3	48.10	49.55	47.09
Saint John.....	106.5	95.6	107.6	49.83	48.92	47.54
Quebec.....	107.2	111.9	104.9	49.69	52.23	48.81
Sherbrooke.....	104.9	106.3	102.6	50.50	52.92	48.10
Three Rivers.....	108.2	111.5	95.2	56.74	59.24	56.08
Drummondville.....	77.6	79.0	73.0	52.53	54.30	50.69
Montreal.....	116.1	118.7	109.9	58.84	60.97	56.59
Ottawa—Hull.....	115.9	117.6	111.1	56.27	57.18	54.44
Peterborough.....	96.9	96.4	94.1	64.10	65.50	60.78
Oshawa.....	79.0	80.9	146.8	65.68	66.64	71.77
Niagara Falls.....	117.9	123.3	114.9	68.98	68.62	66.85
St. Catharines.....	103.0	104.8	111.1	70.78	72.35	68.26
Toronto.....	125.4	126.2	120.7	63.57	65.25	62.00
Hamilton.....	110.0	111.6	100.2	65.67	67.17	62.83
Brantford.....	88.3	88.1	81.1	59.45	60.46	58.36
Galt.....	105.5	104.3	95.5	53.62	56.98	53.13
Kitchener.....	106.5	110.6	101.7	58.06	59.59	55.80
Sudbury.....	132.6	132.6	132.1	76.13	76.69	72.53
London.....	110.4	113.1	107.2	58.06	58.85	55.88
Sarnia.....	124.1	126.0	111.5	72.25	75.08	72.83
Windsor.....	108.1	110.2	79.6	61.62	72.01	69.15
Sault Ste. Marie.....	119.2	121.2	93.7	75.23	76.90	66.91
Pt. William—Pt. Arthur.....	108.5	114.1	105.3	64.18	64.93	59.68
Winnipeg.....	105.5	108.7	103.4	55.19	55.50	53.65
Regina.....	112.3	118.1	116.0	56.67	55.90	54.20
Saskatoon.....	115.4	122.5	116.5	54.69	54.59	53.91
Edmonton.....	157.7	163.3	149.0	57.19	59.57	55.13
Calgary.....	142.6	144.3	135.5	59.97	60.54	57.48
Vancouver.....	110.8	112.3	103.4	63.06	64.77	60.85
Victoria.....	120.3	118.2	113.7	60.24	60.94	56.27

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Jan. 1 1956	Dec. 1 1955	Jan. 1 1955	Jan. 1 1956	Dec. 1 1955	Jan. 1 1955
Mining	114.4	116.5	110.8	73.65	76.32	70.33
Metal mining.....	117.8	120.3	112.7	75.13	78.88	72.61
Gold.....	76.5	78.9	81.6	68.11	69.33	66.35
Other metal.....	156.3	159.0	141.7	78.34	83.30	75.97
Fuels.....	106.0	106.2	104.8	73.42	74.73	68.88
Coal.....	71.1	70.5	77.0	62.69	64.65	59.22
Oil and natural gas.....	220.8	223.6	196.7	84.77	85.18	81.36
Non-metal.....	124.8	131.3	121.3	67.87	69.62	64.65
Manufacturing	109.8	112.3	103.2	62.50	64.71	60.80
Food and beverages.....	99.5	109.1	98.4	56.88	56.94	55.04
Meat products.....	118.3	124.6	114.0	63.93	66.27	64.10
Canned and preserved fruits and vegetables.....	70.0	99.6	70.0	49.90	46.40	47.05
Cereal mill products.....	103.0	104.5	104.6	60.25	62.21	57.40
Bread and other bakery products.....	108.5	109.3	104.9	55.16	54.69	52.52
Biscuits and crackers.....	84.6	91.3	84.3	46.00	47.88	43.22
Distilled and malt liquors.....	104.1	116.1	103.7	73.71	72.28	70.69
Tobacco and tobacco products.....	93.8	97.3	109.9	58.20	57.77	49.27
Rubber products.....	111.3	114.4	102.3	63.80	66.11	62.02
Leather products.....	87.6	89.2	82.9	42.20	45.46	41.25
Boots and shoes (except rubber).....	90.1	91.2	85.9	39.40	43.16	38.61
Textile products (except clothing).....	87.3	88.1	80.3	50.62	53.03	49.56
Cotton yarn and broad woven goods.....	89.5	88.9	81.8	47.41	50.99	47.14
Woolen goods.....	72.9	74.4	69.8	49.00	51.53	47.09
Synthetic textiles and silk.....	89.2	88.6	84.5	57.40	58.44	54.96
Clothing (textile and fur).....	91.6	94.6	86.3	38.72	42.07	39.07
Men's clothing.....	97.3	99.4	88.4	37.76	40.74	37.80
Women's clothing.....	88.1	91.2	88.7	38.66	41.64	38.78
Knit goods.....	83.4	86.5	77.0	40.22	44.11	40.22
Wood products.....	104.0	107.7	96.7	54.34	57.03	52.64
Saw and planing mills.....	104.5	108.4	97.3	56.23	58.30	54.39
Furniture.....	109.1	112.2	102.6	51.55	56.02	50.87
Other wood products.....	92.4	96.3	83.5	50.64	52.70	47.35
Paper products.....	118.6	119.7	113.2	75.48	77.04	71.40
Pulp and paper mills.....	120.9	122.0	116.4	82.12	82.91	76.85
Other paper products.....	113.0	114.2	105.5	58.16	61.73	56.73
Printing, publishing and allied industries.....	112.4	113.6	111.0	68.54	69.99	65.70
Iron and steel products.....	106.3	107.1	95.6	69.97	73.04	66.42
Agricultural implements.....	64.4	62.9	64.0	70.56	70.75	67.95
Fabricated and structural steel.....	128.2	128.4	126.6	72.33	75.00	71.31
Hardware and tools.....	106.6	107.9	97.3	65.12	67.64	62.92
Heating and cooking appliances.....	98.4	102.9	92.0	60.29	63.78	56.84
Iron castings.....	102.6	104.2	82.6	68.18	73.68	64.49
Machinery mfg.....	112.3	112.4	106.4	68.65	71.53	65.64
Primary iron and steel.....	114.4	114.7	94.5	78.54	80.32	71.98
Sheet metal products.....	108.0	110.3	98.6	64.82	69.31	62.54
Transportation equipment.....	129.2	128.2	119.9	67.01	71.81	69.03
Aircraft and parts.....	345.3	339.2	340.3	75.01	76.86	73.28
Motor vehicles.....	113.0	110.1	81.9	64.13	78.55	80.31
Motor vehicle parts and accessories.....	92.6	93.6	106.1	68.24	70.45	70.71
Railroad and rolling stock equipment.....	90.0	88.9	81.1	63.61	63.69	62.27
Shipbuilding and repairing.....	137.8	141.6	134.1	61.79	68.28	58.01
Non-ferrous metal products.....	128.2	129.9	119.7	72.57	73.95	70.42
Aluminum products.....	132.1	133.5	120.0	68.23	69.09	66.50
Brass and copper products.....	111.7	111.7	102.7	66.77	71.49	65.91
Smelting and refining.....	149.9	152.8	140.9	79.81	79.66	77.07
Electrical apparatus and supplies.....	143.6	145.2	131.7	66.74	69.50	65.30
Non-metallic mineral products.....	125.9	131.2	111.7	64.39	67.48	63.18
Clay products.....	108.5	112.3	99.1	62.63	63.97	61.08
Glass and glass products.....	128.5	132.8	115.7	62.52	65.38	61.62
Products of petroleum and coal.....	126.9	127.0	119.1	91.74	91.58	88.65
Chemical products.....	122.8	124.6	119.6	71.11	71.09	68.41
Medicinal and pharmaceutical preparations.....	112.8	113.4	108.2	65.31	65.54	62.35
Acids, alkalis and salts.....	126.2	128.6	121.7	80.54	79.71	79.42
Miscellaneous manufacturing industries.....	103.5	107.7	100.4	54.01	55.65	52.93
Construction	106.2	125.2	104.2	58.97	63.33	56.70
Building and structures.....	110.7	127.7	104.7	61.85	68.80	60.47
Building.....	117.1	132.6	105.8	61.88	68.19	60.32
Engineering work.....	83.5	107.1	99.7	65.26	72.01	61.16
Highways, bridges and streets.....	98.9	121.2	103.5	53.77	54.04	50.65
Service	115.4	116.3	109.3	41.64	42.04	39.57
Hotels and restaurants.....	108.9	110.0	104.8	35.81	36.07	34.66
Laundries and dry cleaning plants.....	104.4	106.0	100.4	37.39	38.64	36.00
Industrial composite	114.7	117.9	109.1	60.61	62.02	58.48

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

(Hourly-Rated Wage-Earners) Source: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Jan. 1, 1956	Dec. 1, 1955	Jan. 1, 1955	Jan. 1, 1956	Dec. 1, 1955	Jan. 1, 1955
Newfoundland.....	37.8	39.4	39.3	148.3	144.7	142.9
Nova Scotia.....	38.2	40.8	38.0	132.4	129.1	125.2
New Brunswick.....	40.9	41.9	40.1	135.1	130.6	128.4
Quebec.....	40.2	43.0	39.9	132.2	131.6	128.8
Ontario.....	38.8	41.3	39.5	154.7	153.6	149.6
Manitoba.....	38.4	40.9	38.6	141.3	138.0	136.1
Saskatchewan.....	39.8	40.7	39.2	151.5	150.3	148.3
Alberta (1).....	38.4	40.2	39.0	153.7	152.0	148.9
British Columbia (2).....	36.9	38.2	36.8	178.0	176.7	171.7

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1 1956	Dec. 1 1955	Jan. 1 1955	Jan. 1 1956	Dec. 1 1955	Jan. 1 1955	Jan. 1 1956	Dec. 1 1955	Jan. 1 1955
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42.0	44.2	41.3	165.1	165.2	160.6	69.34	73.02	66.33
Metal mining.....	42.2	44.8	42.1	169.4	170.4	164.4	71.49	76.34	69.21
Gold.....	44.9	46.3	44.7	140.4	140.2	139.0	63.04	64.91	62.13
Other metal.....	40.9	44.0	40.7	184.6	185.8	179.9	75.50	81.75	73.22
Fuels.....	41.7	43.0	39.9	159.7	158.9	156.3	66.59	68.33	62.36
Coal.....	40.7	42.2	38.8	151.5	150.9	149.2	61.66	63.68	57.93
Oil and natural gas.....	44.2	44.9	43.3	179.7	177.5	175.6	79.43	79.70	76.03
Non-metal.....	41.9	43.9	40.9	156.7	154.7	152.8	65.66	67.91	62.50
Manufacturing.....	39.1	41.6	39.3	147.4	146.1	142.8	57.53	60.73	56.12
Food and beverages.....	38.5	41.0	39.0	131.3	127.4	126.3	50.55	52.23	49.26
Meat products.....	38.2	40.9	39.5	153.1	153.7	152.6	58.48	62.86	60.28
Canned and preserved fruits and vegetables.....	35.0	37.9	35.3	117.8	105.0	110.7	41.23	39.80	39.08
Grain mill products.....	39.7	42.0	39.1	140.8	140.6	136.0	55.90	59.05	53.18
Bread and other bakery products.....	40.0	43.6	42.5	115.3	113.6	108.8	49.59	49.53	46.24
Distilled and malt liquors.....	40.3	41.5	40.5	167.2	161.8	158.5	67.38	67.15	64.19
Tobacco and tobacco products.....	40.1	40.8	35.9	135.8	132.8	124.3	54.46	54.18	44.62
Rubber products.....	39.6	41.9	40.3	150.5	150.4	144.8	59.60	63.02	58.35
Leather products.....	37.4	41.2	37.1	103.9	103.5	100.9	38.86	42.64	37.43
Boots and shoes (except rubber).....	36.2	40.5	36.0	99.0	99.7	96.7	35.84	40.38	34.81
Textile products (except clothing).....	40.8	43.3	40.6	112.3	112.3	110.7	45.82	48.63	44.94
Cotton yarn and broad woven goods.....	39.3	42.2	39.3	111.1	112.6	111.8	43.62	47.52	43.94
Woolen goods.....	41.2	44.2	41.5	106.0	105.9	103.5	43.67	46.81	42.95
Synthetic textiles and silk.....	43.5	44.9	42.2	119.7	118.4	116.7	52.07	53.16	49.25
Clothing (textile and fur).....	34.8	39.0	34.5	97.6	97.2	99.1	33.96	37.91	34.19
Men's clothing.....	34.6	37.8	33.8	95.9	96.4	98.7	33.18	36.44	33.36
Women's clothing.....	31.7	36.5	32.4	103.8	100.8	103.6	32.90	36.79	33.57
Knit goods.....	38.0	42.2	36.4	96.2	96.6	97.4	36.56	40.77	35.45
*Wood products.....	39.5	42.0	39.1	130.9	130.6	127.4	51.71	54.85	49.81
Saw and planing mills.....	38.5	40.5	38.0	140.6	139.6	137.2	54.13	56.54	52.14
Furniture.....	40.7	44.7	41.1	118.3	119.3	115.1	48.15	53.33	47.31
Other wood products.....	41.6	43.9	40.4	112.5	112.7	107.1	46.80	49.48	43.27
Paper products.....	41.4	42.9	41.1	170.9	170.5	162.9	70.75	73.14	66.95
Pulp and paper mills.....	42.2	42.9	41.6	183.2	183.4	173.8	77.31	78.68	72.30
Other paper products.....	39.2	42.8	39.4	132.4	132.6	128.1	51.90	56.75	50.47
Printing, publishing and allied industries.....	39.5	40.7	39.4	175.9	176.2	167.1	69.48	71.71	65.84
*Iron and steel products.....	40.0	42.2	39.4	166.5	167.1	158.0	66.60	70.52	62.25
Agricultural implements.....	39.7	39.5	38.7	170.9	170.3	164.9	67.85	67.27	63.82
Fabricated and structural steel.....	39.6	41.5	38.9	164.9	165.6	164.3	65.30	68.72	63.91
Hardware and tools.....	40.4	42.5	40.4	150.5	151.0	145.0	60.80	64.18	58.58
Heating and cooking appliances.....	40.2	43.2	37.6	140.0	142.3	140.0	56.28	61.47	52.64
Iron castings.....	40.5	43.8	40.1	162.7	164.9	153.4	65.89	72.23	61.51
Machinery manufacturing.....	40.9	43.1	40.1	158.3	159.6	152.7	64.74	68.79	61.23
Primary iron and steel.....	40.1	41.3	39.4	188.7	188.7	173.2	75.67	77.93	68.24
Sheet metal products.....	37.9	41.6	37.9	157.6	158.3	152.2	59.73	65.85	57.68
*Transportation equipment.....	37.1	40.6	39.7	165.9	166.3	163.7	61.55	67.52	64.99
Aircraft and parts.....	40.5	41.5	40.5	170.8	172.3	170.0	69.17	71.50	68.85
Motor vehicles.....	30.2	40.4	43.0	176.2	179.4	172.7	53.21	72.48	74.26
Motor vehicle parts and accessories.....	38.5	40.4	40.5	162.6	162.4	166.5	62.60	65.61	67.43
Railroad and rolling stock equipment.....	38.6	39.4	38.8	161.6	158.7	157.8	62.38	62.53	61.23
Shipbuilding and repairing.....	37.0	41.8	36.0	162.6	162.3	155.2	60.16	67.84	55.87
*Non-ferrous metal products.....	40.5	41.7	40.8	168.8	168.2	163.8	68.36	70.14	66.83
Aluminum products.....	40.4	42.1	40.1	146.1	145.2	147.4	59.02	61.13	59.11
Brass and copper products.....	40.7	43.3	41.1	153.2	156.6	150.5	62.35	67.81	61.86
Smelting and refining.....	40.8	41.1	41.2	184.7	180.4	177.5	75.36	75.38	73.13
*Electrical apparatus and supplies.....	38.9	41.7	38.9	149.8	150.4	147.9	58.27	62.72	57.53
Heavy electrical machinery and equipment.....	38.9	41.4	39.1	168.6	168.3	164.8	65.59	69.68	64.44
*Non-metallic mineral products.....	41.2	43.6	41.4	149.5	147.7	144.6	61.59	64.40	59.86
Clay products.....	42.7	44.2	42.6	139.5	138.0	136.0	59.57	61.00	57.94
Glass and glass products.....	40.7	42.8	41.2	147.6	147.5	144.3	60.07	63.13	59.45
Products of petroleum and coal.....	41.7	41.9	42.3	199.4	198.5	191.7	83.15	83.17	81.09
Chemical products.....	41.0	41.3	41.6	154.7	154.2	147.2	63.43	63.68	61.24
Medicinal and pharmaceutical preparations.....	41.1	41.6	40.8	125.7	125.8	121.5	51.66	52.33	49.57
Acids, alkalis and salts.....	42.4	42.2	44.2	178.0	177.6	169.4	75.47	74.95	74.87
Miscellaneous manufacturing industries.....	39.3	42.2	39.6	119.1	117.9	117.1	46.81	49.75	46.37
*Durable goods.....	39.1	41.7	39.6	157.3	157.4	153.0	61.50	65.64	60.59
Non-durable goods.....	35.0	40.1	39.0	136.7	134.2	132.3	53.31	55.56	51.60
Construction.....	39.6	40.1	35.1	156.1	154.7	149.1	55.57	62.03	52.33
Buildings and structures.....	34.1	40.1	34.3	169.3	167.2	162.0	57.73	67.05	55.57
Highways, bridges and streets.....	39.3	40.1	36.9	128.6	126.7	123.3	50.54	50.81	45.50
Electric and motor transportation.....	44.2	44.7	44.9	149.0	148.9	142.4	65.86	65.86	63.94
Service.....	39.9	40.8	39.9	87.9	87.3	85.0	35.07	35.62	33.92
Hotels and restaurants.....	40.3	41.1	40.8	85.2	87.6	85.0	35.54	36.00	34.68
Laundries and dry cleaning plants.....	39.6	40.9	38.8	82.6	82.3	80.2	32.71	33.66	31.12

*Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Week Preceding: December 1, 1954.....	41.2	141.2	58.17	139.5	116.6	119.6
January 1, 1955.....	41.1*	142.8	58.69*	140.7	116.4	120.9
February 1, 1955.....	41.0	142.7	58.51	140.3	116.3	120.6
March 1, 1955.....	41.2	143.5	59.12	141.7	116.0	122.2
April 1, 1955.....	41.1	144.3	59.31	142.2	116.1	122.5
May 1, 1955.....	41.2	145.4	59.90	143.6	116.4	123.1
June 1, 1955.....	41.0	145.5	59.66	143.0	115.9	123.1
July 1, 1955.....	40.9	145.0	59.31	142.2	116.0	122.6
August 1, 1955.....	40.8	145.1	59.20	141.9	116.4	121.9
September 1, 1955.....	41.2	143.8	59.25	142.1	116.8	121.7
October 1, 1955.....	41.5	144.8	60.09	144.1	116.9	123.3
November 1, 1955.....	41.7	145.4	60.63	145.4	116.9	124.4
December 1, 1955 (1).....	41.6	146.1	60.78	145.7	116.9	124.6

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1955 are 39.3 and \$56.12.

(1) Late.t figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
March 1, 1950.....	9,614	11,429	21,043	300,352	75,646	375,998
March 1, 1951.....	24,550	13,118	37,668	232,385	64,312	296,697
March 1, 1952.....	15,129	10,209	25,338	285,454	85,487	370,941
March 1, 1953.....	13,604	13,799	27,403	331,618	72,065	403,683
March 1, 1954.....	9,014	10,176	19,190	457,029	105,622	562,651
March 1, 1955.....	9,154	9,509	18,663	510,551	118,035	628,586
April 1, 1955.....	10,611	11,506	22,117	505,472	114,572	620,044
May 1, 1955.....	15,508	14,655	30,163	394,621	98,601	493,222
June 1, 1955.....	21,675	18,451	40,126	205,630	76,273	281,903
July 1, 1955.....	18,741	17,392	36,133	152,711	77,865	230,576
August 1, 1955.....	18,363	16,665	35,028	132,710	72,674	205,384
September 1, 1955.....	26,320	19,536	45,856	121,945	63,738	185,683
October 1, 1955.....	28,794	18,225	47,019	117,723	63,545	181,268
November 1, 1955.....	24,268	14,665	38,933	136,620	69,715	206,335
December 1, 1955.....	26,895	14,969	41,864	194,478	73,852	268,330
January 1, 1956.....	17,986	12,111	30,097	312,066	84,815	396,881
February 1, 1956 (1).....	18,180	12,992	31,172	396,642	107,850	504,492
March 1, 1956 (1).....	20,559	14,299	34,858	418,909	107,927	526,836

* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
JANUARY 31, 1956 ⁽¹⁾**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				December 30, 1955	January 31, 1955
Agriculture, Fishing, Trapping	376	84	460	+ 30	+ 149
Forestry	5,507	11	5,518	- 516	+ 4,668
Mining, Quarrying and Oil Wells	655	70	725	+ 87	+ 396
Metal Mining.....	388	13	401	+ 147	+ 221
Fuels.....	136	18	154	- 98	+ 85
Non-Metal Mining.....	75	6	81	+ 42	+ 69
Quarrying, Clay and Sand Pits.....	3	.....	3	- 1	+ 1
Prospecting.....	53	33	86	- 3	+ 20
Manufacturing	3,952	2,736	6,688	+ 523	+ 2,047
Foods and Beverages.....	184	149	333	+ 32	+ 128
Tobacco and Tobacco Products.....	14	6	20	0	+ 11
Rubber Products.....	42	34	76	+ 12	+ 39
Leather Products.....	105	210	315	+ 71	+ 165
Textile Products (except clothing).....	84	156	240	+ 5	+ 81
Clothing (textile and fur).....	134	1,300	1,434	+ 240	+ 477
Wood Products.....	349	72	421	+ 125	+ 184
Paper Products.....	119	60	179	+ 4	+ 11
Printing, Publishing and Allied Industries.....	170	117	287	+ 36	+ 78
Iron and Steel Products.....	815	165	980	+ 168	+ 479
Transportation Equipment.....	754	78	832	- 353	- 152
Non-Ferrous Metal Products.....	317	56	373	+ 77	+ 236
Electrical Apparatus and Supplies.....	469	133	602	+ 10	+ 175
Non-Metallic Mineral Products.....	58	20	78	- 40	+ 26
Products of Petroleum and Coal.....	35	11	46	+ 10	- 48
Chemical Products.....	221	73	294	+ 93	+ 88
Miscellaneous Manufacturing Industries.....	82	96	178	+ 33	+ 91
Construction	1,367	93	1,460	+ 123	+ 921
General Contractors.....	1,064	53	1,117	+ 104	+ 763
Special Trade Contractors.....	303	40	343	+ 19	+ 158
Transportation, Storage and Communication	710	308	1,018	+ 21	+ 401
Transportation.....	584	122	706	+ 4	+ 266
Storage.....	32	17	49	+ 7	+ 18
Communication.....	94	169	263	+ 10	+ 117
Public Utility Operation	91	79	170	+ 5	+ 88
Trade	1,980	1,891	3,871	+ 244	+ 1,267
Wholesale.....	754	562	1,316	+ 216	+ 453
Retail.....	1,226	1,329	2,555	+ 28	+ 814
Finance, Insurance and Real Estate	517	1,031	1,548	+ 181	+ 398
Service	4,627	6,791	11,418	+2,177	+ 5,718
Community or Public Service.....	193	959	1,152	+ 40	+ 299
Government Service.....	3,203	679	3,882	+2,191	+ 2,892
Recreation Service.....	69	86	155	+ 35	+ 30
Business Service.....	721	375	1,096	+ 216	+ 412
Personal Service.....	441	4,692	5,133	- 305	+ 2,085
GRAND TOTAL	19,782	13,094	32,876	+2,875	+ 16,053

⁽¹⁾ Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,
BY OCCUPATION AND BY SEX AS AT FEBRUARY 2, 1956 ⁽¹⁾**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers....	3,730	544	4,274	5,051	1,399	6,450
Clerical workers.....	1,342	4,414	5,756	12,052	24,686	36,738
Sales workers.....	1,109	790	1,899	6,194	14,235	20,429
Personal and domestic service workers...	597	5,165	5,762	35,541	21,083	56,624
Seamen.....	9	.....	9	4,789	34	4,823
Agriculture and fishing.....	346	10	356	4,233	655	4,888
Skilled and semiskilled workers.....	9,095	1,647	10,742	182,457	21,527	203,984
Food and kindred products (inc. tobacco).....	30	15	45	2,250	726	2,976
Textiles, clothing, etc.....	97	1,267	1,364	3,615	13,044	16,659
Lumber and wood products.....	5,168	2	5,170	22,114	208	22,322
Pulp, paper (inc. printing).....	41	33	74	1,074	500	1,574
Leather and leather products.....	57	143	200	1,553	1,029	2,582
Stone, clay and glass products.....	10	1	11	714	62	776
Metalworking.....	840	16	856	12,733	1,265	13,998
Electrical.....	186	2	188	1,884	985	2,869
Transportation equipment.....	28	1	29	682	50	732
Mining.....	186	.....	196	1,472	.....	1,472
Construction.....	503	.....	503	65,080	13	65,093
Transportation (except seamen).....	566	12	578	31,630	110	31,740
Communications and public utility.....	70	.....	70	989	1	990
Trade and service.....	117	114	231	4,510	2,000	6,510
Other skilled and semiskilled.....	1,061	33	1,094	21,766	1,134	22,900
Foremen.....	40	6	46	4,589	381	4,970
Apprentices.....	85	2	87	5,802	19	5,821
Unskilled workers.....	1,952	422	2,374	146,325	24,231	170,556
Food and tobacco.....	74	35	109	6,885	7,473	14,358
Lumber and lumber products.....	401	10	411	17,076	393	17,469
Metalworking.....	135	10	145	5,284	639	5,923
Construction.....	675	.....	675	80,368	3	80,371
Other unskilled workers.....	667	367	1,034	36,712	15,723	52,435
GRAND TOTAL.....	18,180	12,992	31,172	396,642	107,850	504,492

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT
FEBRUARY 2, 1956**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies (2)			Live Applications		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	Feb. 2, 1956	Dec. 29, 1955	Feb. 3, 1955	Feb. 2, 1956	Dec. 29, 1955	Feb. 3, 1955
Newfoundland	330	493	230	18,987	11,352	17,827
Corner Brook.....	21	3	12	3,838	2,622	3,092
Grand Falls.....	...	...	...	1,488	1,013	1,377
St. John's.....	309	490	218	13,661	7,717	13,358
Prince Edward Island	69	117	138	4,164	2,829	3,939
Charlottetown.....	46	102	128	2,612	1,778	2,459
Summerside.....	23	15	10	1,552	1,051	1,480
Nova Scotia	887	847	893	24,009	17,168	27,610
Amherst.....	36	33	11	986	892	1,035
Bridgewater.....	28	9	17	1,672	1,237	1,365
Halifax.....	596	592	731	4,102	3,370	5,183
Inverness.....	...	...	...	979	537	978
Kentville.....	35	44	40	2,766	1,576	2,824
Liverpool.....	9	49	21	497	333	447
New Glasgow.....	25	41	18	3,280	2,449	4,406
Springhill.....	1	3	1	679	475	562
Sydney.....	93	25	27	4,777	3,623	7,119
Truro.....	51	42	19	1,569	1,154	1,164
Yarmouth.....	13	9	8	2,402	1,522	2,527
New Brunswick	896	716	532	27,135	18,091	27,980
Bathurst.....	8	19	117	4,895	2,418	4,072
Campbellton.....	24	30	27	1,910	963	2,225
Edmundston.....	14	16	11	1,948	1,316	2,146
Fredericton.....	82	155	67	1,615	1,154	1,817
Minto.....	23	36	4	594	427	673
Moncton.....	481	305	138	7,687	4,972	7,919
Newcastle.....	17	1	11	2,682	1,632	2,658
Saint John.....	195	127	125	2,538	2,617	3,054
St. Stephen.....	16	25	22	1,371	1,246	1,662
Sussex.....	13	25	9	626	521	513
Woodstock.....	23	7	1	1,266	825	1,241
Quebec	10,009	10,840	4,316	160,411	122,531	188,575
Asbestos.....	50	37	2	571	524	782
Beauharnois.....	21	34	24	938	985	1,182
Buckingham.....	7	202	2	923	677	1,017
Causapscal.....	153	262	40	1,621	879	2,375
Chandler.....	4	8	5	1,950	867	2,231
Chicoutimi.....	103	122	66	1,958	1,208	2,018
Dolbeau.....	107	31	20	961	445	1,027
Drummondville.....	65	67	25	2,334	2,017	2,746
Farnham.....	27	42	50	1,152	926	1,214
Forestville.....	612	650	28	929	427	1,381
Gaspé.....	33	19	5	1,629	838	1,579
Granby.....	17	11	29	2,313	2,594	2,305
Hull.....	42	61	22	3,539	2,547	3,876
Joliette.....	92	272	93	3,296	2,353	3,260
Jonquière.....	38	44	76	2,696	1,627	2,219
Lachute.....	18	22	3	729	612	832
La Malbaie.....	110	1	...	2,167	1,124	2,114
La Tuque.....	1,185	1,538	34	433	336	1,039
Lévis.....	67	52	42	4,032	3,341	5,414
Louisville.....	45	29	22	865	722	1,100
Magog.....	...	6	...	686	513	...
Maniwaki.....	109	112	4	497	346	832
Matane.....	100	3	2	2,694	1,248	2,624
Mégantic.....	5	11	89	912	768	1,088
Mont-Laurier.....	9	4	3	667	477	979
Montmagny.....	41	19	11	1,515	1,234	1,808
Montréal.....	3,518	3,635	2,096	52,199	43,087	67,363
New Richmond.....	11	18	3	1,936	1,118	1,936
Port Alfred.....	23	182	54	1,010	789	1,003
Québec.....	432	477	336	15,319	12,026	16,214
Rimouski.....	114	217	16	3,316	2,094	3,662
Rivière du Loup.....	18	21	154	4,153	2,528	48,81
Roberval.....	476	102	60	676	463	873
Rouyn.....	291	413	88	1,560	1,301	1,711
Ste-Agathe.....	106	25	4	971	648	1,189
Ste-Anne de Bellevue.....	81	83	10	1,486	1,028	1,588
Ste-Thérèse.....	36	50	13	1,862	1,614	1,957
St-Georges Est.....	180	200	119	2,088	1,407	2,367
St-Hyacinthe.....	89	63	36	2,430	2,370	2,497
St-Jean.....	78	87	33	1,914	1,551	2,082
St. Jérôme.....	22	24	18	1,759	1,417	1,922
St-Joseph d'Alma.....	21	32	11	1,968	1,193	2,034
Sept Iles.....	131	234	20	1,333	951	1,209
Shawinigan Falls.....	30	54	36	3,941	2,744	4,253
Sherbrooke.....	162	182	143	3,876	3,020	5,149
Sorel.....	38	24	29	2,271	1,924	3,648
Thetford Mines.....	54	55	31	1,780	1,353	1,671
Trois-Rivières.....	757	712	108	5,156	3,987	6,580

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT
FEBRUARY 2, 1956**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Live Applications		
	(1) Feb. 2, 1956	Previous Month Dec. 29, 1955	Previous Year Feb. 3, 1955	(1) Feb. 2, 1956	Previous Month Dec. 29, 1955	Previous Year Feb. 3, 1955
Quebec—Con.						
Val d'Or.....	178	333	124	1,127	1,023	1,502
Valleyfield.....	46	54	29	2,023	1,580	2,146
Victoriaville.....	53	50	48	2,117	1,620	2,106
Ontario.	11,757	10,312	6,142	144,968	12,1193	191,002
Arnprior.....	62	28	15	436	334	530
Barrie.....	111	39	42	1,669	1,132	1,764
Belleville.....	14	9	28	1,788	1,365	1,813
Bracebridge.....	19	64	10	1,157	952	1,296
Brampton.....	43	28	14	684	557	792
Brantford.....	89	68	47	1,949	2,042	2,917
Brockville.....	29	23	7	524	407	779
Carleton Place.....				501	403	368
Chatham.....	151	45	16	2,088	1,688	2,879
Cobourg.....	8	6	5	759	621	852
Collingwood.....	14	36	17	926	847	1,119
Cornwall.....	95	115	42	2,725	1,975	3,069
Fort Erie.....	27	85	5	632	610	778
Fort Frances.....	8	8	4	470	419	636
Fort William.....	238	288	84	2,016	1,693	2,795
Galt.....	90	81	41	714	992	1,564
Gananoque.....	7	5	25	352	282	402
Goderich.....	16	25	16	685	603	688
Guelph.....	125	102	50	1,313	1,067	2,220
Hamilton.....	699	605	428	9,761	8,160	15,724
Hawkesbury.....	29	15	7	1,127	850	1,107
Ingersoll.....	31	17	11	484	405	661
Kapuskasing.....	167	108	16	482	456	831
Kenora.....	29	23	12	568	528	684
Kingston.....	120	71	112	1,575	1,132	1,586
Kirkland Lake.....	97	119	18	906	741	1,302
Kitchener.....	85	70	44	2,929	3,081	3,237
Leamington.....	28	16	6	835	1,353	1,267
Lindsay.....	61	43	39	895	714	1,078
Listowel.....	23	19	5	468	341	507
London.....	481	424	275	4,238	3,920	5,666
Midland.....	14	5	9	1,432	1,085	1,746
Napanee.....	6	3	7	747	565	819
New Toronto.....	138	95	55	2,575	2,424	3,433
Niagara Falls.....	69	45	38	2,121	1,680	2,958
North Bay.....	49	44	28	1,360	1,107	1,898
Oakville.....	95	143	591	411	461	794
Orillia.....	48	39	13	911	789	1,206
Oshawa.....	78	65	54	3,898	3,772	3,675
Ottawa.....	1,747	1,676	899	5,304	3,727	5,628
Owen Sound.....	42	31	33	2,320	1,849	2,481
Parry Sound.....	6	5	3	492	327	650
Pembroke.....	177	121	68	1,545	1,207	1,694
Perth.....	10	8	26	624	485	689
Peterborough.....	39	81	28	2,854	2,087	3,499
Pictou.....	2	2	3	662	531	704
Port Arthur.....	250	182	106	2,778	2,303	4,070
Port Colborne.....	9	6	1	712	640	1,009
Prescott.....	10	15	11	965	595	931
Renfrew.....	17	9	8	608	498	823
St. Catharines.....	109	85	106	3,819	3,213	3,863
St. Thomas.....	48	45	43	956	732	1,050
Sarnia.....	44	39	59	2,092	1,717	2,982
Sault Ste. Marie.....	146	137	71	1,478	1,016	3,625
Simcoe.....	23	11	16	1,213	832	1,183
Sioux Lookout.....	17	45	15	168	147	256
Smiths Falls.....	13	6	7	653	459	528
Stratford.....	24	11	31	845	661	1,253
Surgeon Falls.....	4	1		842	806	1,166
Sudbury.....	319	191	87	3,094	2,115	4,476
Timmins.....	303	168	42	1,576	1,189	1,901
Toronto.....	4,208	3,591	1,856	36,962	27,263	48,230
Trenton.....	29	33	29	1,024	906	1,120
Walkerton.....	25	24	6	714	615	934
Wallaceburg.....	3	5	3	705	383	838
Welland.....	50	54	6	1,661	1,410	2,719
Weston.....	354	380	172	1,806	1,209	1,842
Windsor.....	205	302	160	6,850	10,422	12,574
Woodstock.....	31	24	11	535	296	804
Manitoba.....	1,627	1,558	1,177	25,059	20,335	28,843
Brandon.....	124	121	121	2,076	1,776	2,392
Dauphin.....	14	9	13	1,429	1,130	1,454
Flin Flon.....	46	47	21	217	182	262
Portage la Prairie.....	24	21	19	1,194	927	1,230
The Pas.....	32	22	5	180	148	183
Winnipeg.....	1,387	1,338	998	19,963	16,172	23,322

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT
FEBRUARY 2, 1956**

(Source: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Live Applications		
	(1) Feb. 2, 1956	Previous Month Dec. 29, 1955	Previous Year Feb. 3, 1955	(1) Feb. 2, 1956	Previous Month Dec. 29, 1955	Previous Year Feb. 3, 1955
Saskatchewan	724	703	512	19,773	15,709	20,989
Estevan.....	30	35	14	275	258	434
Moose Jaw.....	146	135	63	1,696	1,333	1,903
North Battleford.....	51	53	28	1,438	1,155	1,745
Prince Albert.....	38	40	14	2,247	1,625	2,539
Regina.....	188	200	180	5,411	4,581	5,176
Saskatoon.....	149	125	112	4,426	3,456	4,647
Swift Current.....	44	35	28	1,085	836	1,191
Weyburn.....	29	17	41	529	380	521
Yorkton.....	49	58	32	2,666	2,085	2,833
Alberta	2,462	2,219	1,613	25,859	20,576	30,026
Blairmore.....	40	46	9	445	367	512
Calgary.....	825	801	724	7,497	5,871	8,395
Drumheller.....	10	19	8	378	288	454
Edmonton.....	1,217	1,053	668	11,601	9,246	14,064
Edson.....	78	80	40	270	208	382
Lethbridge.....	132	150	75	3,122	2,669	3,243
Medicine Hat.....	102	36	41	1,336	1,152	1,700
Red Deer.....	58	34	48	1,210	775	1,276
British Columbia	2,411	2,262	1,318	54,127	47,097	64,161
Chilliwack.....	46	16	20	2,157	1,852	2,179
Courtenay.....	25	110	9	1,461	1,701	1,723
Cranbrook.....	7	6	23	798	613	1,086
Dawson Creek.....	30	24	12	540	418	464
Duncan.....	33	16	25	1,389	1,592	923
Kamloops.....	86	50	50	1,125	919	1,138
Kelowna.....	7	10	9	1,437	1,265	1,128
Kitimat.....	271	345	.....	150	78	.....
Mission City.....	21	11	13	1,525	1,493	1,595
Nanaimo.....	61	16	17	1,906	2,112	1,647
Nelson.....	28	4	18	1,129	856	1,500
New Westminster.....	142	82	126	6,322	5,506	7,100
Penticton.....	5	3	6	1,788	1,446	1,539
Fort Alberni.....	18	39	9	852	802	490
Prince George.....	113	82	98	1,336	1,443	1,437
Prince Rupert.....	40	46	28	1,171	1,074	1,576
Princeton.....	.....	3	2	432	334	376
Trail.....	22	37	9	942	717	1,124
Vancouver.....	1,150	1,097	677	21,871	18,110	30,850
Vernon.....	29	16	5	1,957	1,458	1,854
Victoria.....	249	222	142	3,326	2,862	3,895
Whitehorse.....	28	27	20	513	446	537
Canada	31,172	30,097	16,880	504,492	396,881	601,031
Males.....	18,180	17,986	8,276	396,642	312,066	483,380
Females.....	12,992	12,111	8,604	107,850	84,815	117,651

¹ Preliminary subject to revision.

² Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1951—1956

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	908,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1955 (1 month).....	43,149	25,607	17,542	4,131	11,200	14,745	8,090	4,983
1956 (1 month).....	57,909	38,520	19,389	5,104	14,375	20,201	11,400	6,829

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING REGULAR AND SEASONAL BENEFIT, NUMBER OF DAYS AND WEEKS BENEFIT PAID AND AMOUNT PAID ON INITIAL AND RENEWAL CLAIMS, BY PROVINCE, JANUARY, 1956

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid† (Disability days in Brackets)	Amount of Benefit Paid
				\$
Newfoundland.....	7.1	5,899	32,651 (356)	635,504
Prince Edward Island.....	1.9	1,808	9,133 (209)	148,078
Nova Scotia.....	12.4	10,791	56,016 (3,047)	994,490
New Brunswick.....	12.8	11,184	55,019 (2,066)	964,352
Quebec.....	106.4	88,225	444,567 (30,221)	8,024,454
Ontario.....	93.8	81,391	403,602 (25,786)	7,204,630
Manitoba.....	16.6	14,197	76,145 (4,093)	1,370,941
Saskatchewan.....	12.3	10,576	58,567 (2,598)	1,073,883
Alberta.....	15.7	12,828	70,610 (3,101)	1,312,813
British Columbia.....	34.3	29,923	157,787 (8,318)	2,903,058
Total, Canada, January, 1956.....	313.3	266,822	1,364,097 (79,795)	24,632,203
Total, Canada, December, 1955.....	162.6	107,597	702,642 (63,046) and 4,532 days‡	11,942,873
Total, Canada, January, 1955.....	450.3†	268,914	9,046,721 (82,912)§	28,372,412

* Based on the number of payment documents for the month.

† Week containing last day of the month.

‡ Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

§ Days.

TABLE E-2.—REGULAR AND SEASONAL BENEFIT CLAIMANTS (*) HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, JANUARY 31, 1956

Province and Sex	Duration on the Register (weeks)									January 31, 1955 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	over 20	
CANADA.....	476,946†	99,565	53,784	83,557	133,650	47,813	20,004	11,804	26,769	586,768
Male.....	382,287	81,469	44,008	68,355	112,599	38,311	13,289	7,526	16,730	476,464
Female.....	94,659	18,096	9,776	15,202	21,051	9,502	6,715	4,278	10,039	110,304
Newfoundland....	18,762	6,488	2,088	2,755	4,691	1,515	578	214	433	16,118
Male.....	18,080	6,289	2,023	2,678	4,560	1,456	525	188	361	15,642
Female.....	682	199	65	77	131	59	53	26	72	476
Prince Edward Island.....	3,989	798	508	886	1,203	307	98	65	124	3,630
Male.....	3,344	664	441	736	1,055	247	77	40	84	3,103
Female.....	645	134	67	150	148	60	21	25	40	527
Nova Scotia.....	25,281	6,388	3,286	4,544	6,070	2,100	1,129	565	1,199	29,272
Male.....	22,253	5,748	2,971	3,994	5,536	1,802	869	418	915	26,207
Female.....	3,028	640	315	550	534	298	260	147	284	3,065
New Brunswick....	26,352	5,453	3,980	5,466	7,267	1,990	952	454	790	26,976
Male.....	22,476	4,729	3,563	4,717	6,271	1,671	677	319	529	23,018
Female.....	3,876	724	417	749	996	319	275	135	261	3,958
Quebec.....	153,519	32,635	17,541	26,328	44,121	13,894	6,447	3,791	8,762	185,613
Male.....	124,329	27,140	14,688	22,064	37,580	10,970	4,373	2,363	5,151	150,203
Female.....	29,190	5,495	2,853	4,264	6,541	2,924	2,074	1,428	3,611	35,410
Ontario.....	133,991	28,862	14,061	24,319	35,887	11,755	5,696	3,992	9,419	187,184
Male.....	100,745	22,129	10,662	18,950	28,642	8,587	3,505	2,477	5,793	146,736
Female.....	33,246	6,733	3,399	5,369	7,245	3,168	2,191	1,515	3,626	40,448
Manitoba.....	24,353	3,879	2,188	4,233	7,268	3,253	1,204	702	1,626	28,602
Male.....	18,254	2,720	1,627	3,131	5,900	2,616	786	437	1,037	21,888
Female.....	6,099	1,159	561	1,102	1,368	637	418	265	589	6,714
Saskatchewan.....	17,398	2,183	2,318	3,090	5,647	2,469	675	296	720	19,351
Male.....	14,563	1,750	1,859	2,635	5,075	2,131	464	179	470	16,483
Female.....	2,835	433	459	455	572	338	211	117	250	2,868
Alberta.....	24,828	4,662	2,822	3,760	7,427	3,736	950	481	990	29,945
Male.....	20,593	3,793	2,315	3,095	6,568	3,242	628	303	649	25,475
Female.....	4,235	869	507	665	859	494	322	178	341	4,470
British Columbia..	48,473	8,217	4,992	8,176	14,069	6,794	2,275	1,244	2,706	60,077
Male.....	37,650	6,507	3,859	6,355	11,412	5,589	1,385	802	1,741	47,709
Female.....	10,823	1,710	1,133	1,821	2,657	1,205	890	442	965	12,368

* Disability cases included in totals: January 31, 1956: 3,622 (2,512 males and 1,110 females); January 31, 1955: 3,701 (2,741 males and 960 females).

† This total is comparable to former totals of ordinary, short-time, temporary lay-off and supplementary benefit claimants.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
JANUARY 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending at end of month)			
	Total*	Initial†	Renewal	Total Disposed of‡	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	9,576	7,892	1,684	8,359	4,079	4,280	5,919
Prince Edward Island.....	1,998	1,717	281	2,208	1,089	1,119	903
Nova Scotia.....	14,994	11,036	3,958	14,363	8,764	5,599	6,950
New Brunswick.....	14,106	11,446	2,660	14,676	7,184	7,492	6,526
Quebec.....	82,566	63,089	19,477	94,860	59,425	35,435	26,297
Ontario.....	78,559	58,425	20,134	91,543	58,766	32,777	18,429
Manitoba.....	12,193	9,671	2,522	14,169	7,957	6,212	1,979
Saskatchewan.....	8,674	7,122	1,552	9,822	5,537	4,285	1,961
Alberta.....	12,696	9,633	3,063	14,358	8,502	5,856	3,320
British Columbia.....	26,299	19,674	6,625	30,357	18,476	11,881	5,203
Total, Canada, January, 1956.....	261,661	199,705	61,956	294,715	179,779	114,936	77,487
Total, Canada, December, 1955..	276,454	191,009	85,445	216,050	139,672	76,378	110,541
Total, Canada, January, 1955.....	309,999	235,967	74,032	324,973	223,969	101,004	84,093

* In addition, revised claims received numbered 28,967.

† Includes initial claims considered for seasonal benefit.

‡ In addition, 26,389 revised claims were disposed of. Of these, 2,661 were special requests not granted and 919 were appeals by claimants. There were 5,604 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1954—December.....	3,310,000	3,035,500	274,500
1955—January.....	3,393,000	2,961,200	431,800†
February.....	3,409,000	2,865,600	543,400†
March.....	3,435,000	2,856,400	578,600†
April.....	3,427,000	2,863,700	563,300†
May.....	3,224,000	2,905,500	318,500
June.....	3,222,000	3,012,300	209,700
July.....	3,268,000	3,110,900	157,100
August.....	3,281,000	3,141,000	140,000
September.....	3,322,000	3,192,200	129,800
October.....	3,328,000	3,197,700	130,300
November.....	3,359,000	3,195,900	163,100
December.....	not available		

* Claimants having an unemployment register in the live file on last working day of preceding month. This series has been revised to include all claimants (ordinary, short-time and temporary lay-off).

† Includes supplementary benefit claimants.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commodi- ties and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1955—January.....	116.4	112.1	128.4	108.1	117.1	118.2
February.....	116.3	111.5	128.5	108.1	117.1	118.3
March.....	116.0	110.7	128.6	108.0	117.0	118.3
April.....	116.1	111.0	128.7	107.9	116.9	118.2
May.....	116.4	112.3	128.8	107.9	116.4	118.3
June.....	115.9	111.0	129.2	107.8	116.1	117.8
July.....	116.0	111.5	129.6	107.8	115.8	117.7
August.....	116.4	112.4	129.8	108.8	115.8	118.0
September.....	116.8	113.7	130.0	107.8	115.9	117.9
October.....	116.9	113.5	130.2	107.8	116.1	118.1
November.....	116.9	113.0	130.6	107.9	116.5	118.3
December.....	116.9	112.4	131.0	108.5	116.6	118.3
1956—January.....	116.8	111.5	131.3	108.6	116.5	119.0
February.....	116.4	109.9	131.5	108.6	116.7	119.3
March.....	116.4	109.1	131.6	108.7	116.8	119.9

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA,
AT THE BEGINNING OF FEBRUARY, 1956**

(1949=100)

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	House- hold Operation	Other Com- modities and Services
	Feb. 1st, 1955	Jan. 2nd, 1956	Feb. 1st, 1956					
(1) St. John's, Nfld.....	102.7	104.7	104.9	101.0	109.7	100.5	103.2	111.7
Halifax.....	114.6	114.5	114.1	103.6	125.1	114.8	119.7	119.2
Saint John.....	117.6	117.4	117.1	108.8	127.5	116.2	117.2	124.1
Montreal.....	117.1	117.4	117.0	111.9	136.2	108.2	115.3	119.8
Ottawa.....	117.0	117.5	117.3	107.6	135.9	111.6	116.8	122.6
Toronto.....	118.7	118.8	118.3	107.7	148.1	110.8	115.5	118.9
Winnipeg.....	115.4	116.8	116.5	111.5	127.1	113.2	114.1	120.2
Saskatoon—Regina.....	113.8	115.2	114.7	110.2	118.1	114.7	116.6	115.9
Edmonton—Calgary.....	114.5	114.8	114.1	107.7	121.1	113.1	115.9	117.8
Vancouver.....	118.3	120.0	118.5	111.4	128.0	112.8	128.6	119.7

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-FEBRUARY 1955,
1956†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1956*						
January.....	13†	13	17,335†	17,335	338,340	0.38
February.....	12	22	3,884	20,144	234,795	0.27
Cumulative.....	25		21,219		573,135	0.33
1955						
January.....	18†	18	12,179†	12,179	218,985	0.25
February.....	5	12	346	2,843	20,669	0.02
Cumulative.....	23		12,525		239,654	0.14

* Preliminary figures.

† Strikes unconcluded at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, FEBRUARY 1956 ⁽¹⁾

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (?)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to February 1956					
LOGGING—					
Bush workers, Mattice, Ont.	1	71	1,775	Jan. 3	For a union agreement pro- viding for increased wages and reduced hours; uncon- cluded.
Bush workers, Cochrane, Ont.	1	100	900	Jan. 30	For a union agreement pro- viding for increased wages and check-off; concluded February 10; return of workers pending further negotiations; indefinite.
MANUFACTURING—					
Textiles, Clothing, etc.—					
Cotton factory workers, Sherbrooke, Que.	1	888	2,600	Jan. 20	Refusal to accept change in style of weaving until new agreement signed; concluded February 3; negotiations; in favour of employer.
Cotton factory workers, Magog, Que.	1	716	2,140	Jan. 21	Protesting dismissal of six workers for failure to main- tain production; concluded February; 3 conciliation and return of workers pending reference to grievance pro- cedure; indefinite.
Metal Products—					
Structural steel fabricators, Sault Ste. Marie, Ont.	1	(3) 130	2,700	Aug. 19 1955	For a new agreement providing for increased wages and job evaluation plan, following reference to conciliation board; unconcluded.
Motor vehicle and parts, diesel locomotive, stove, refrigerator and air conditioning factory workers, London, Oshawa, St. Catharines, Toronto and Windsor, Ont.	5	(4) 13,800	200,000	Sep. 11 1955	For a new agreement providing for increased wages, term of agreement, revision in senior- ity clauses, form of guaran- teed annual wage and fringe benefits, including extension of insurance and pension plans, following reference to conciliation board; concluded by February 20; negoti- ations; compromise.
Steel fabricators and erectors and mining machinery factory workers, London, Port Robinson and Welland, Ont.	3	442	4,800	Oct. 26 1955	For a new agreement providing for increased wages, reduced hours from 42½ to 40 per week with same take-home pay, pension and welfare plans, Rand formula for union dues, and fringe benefits, pending reports of concili- ation boards; concluded by February 20; negotiations; compromise.
Non-Metallic Minerals, Chemicals, etc.—					
Chemical factory workers, Palo, Sask.	1	27	620	Oct. 22 1955	For a new agreement providing for increased wages, shift differential and reduced hours from 44 to 40 per week with same take-home pay; unconcluded.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, FEBRUARY 1956 ⁽¹⁾

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars ⁽²⁾
	Estab- lish- ments	Workers			

Strikes and Lockouts in Progress Prior to February 1956—Concluded

Miscellaneous Products— Chrome furniture factory workers, Toronto, Ont.	1	70	1,190	Nov. 10 1955	For a union agreement providing for increased wages, following reference to conciliation board; concluded February 23; replacement; in favour of employer.
CONSTRUCTION— Buildings and Structures— Building trades workers, Windsor, Ont.	1	.....	.....	Jan. 10	For payment of Windsor rate instead of Chatham rate for carpenters; later information indicates concluded January 22; negotiations; in favour of workers.
TRADE— Pipe fitting and sprinkler equipment jobbers, Vancouver, B.C.	1	16	330	Dec. 7 1955	For a union agreement providing for increased wages, welfare plan and extension of vacation plan, following reference to conciliation board; uncompleted.

Strikes and Lockouts Commencing During February 1956

LOGGING— Loggers, Timmins, Ont.	1	75	450	Feb. 23	For a union agreement providing for increased wages and improved working conditions; uncompleted.
MINING— Coal miners, Springhill, N.S.	2	500	800	Feb. 13	Refusal to take coal off by hand pick when machine broke down; concluded February 14; return of workers pending settlement; indefinite.
Fluorspar miners, St. Lawrence, Nfld.	1	198	350	Feb. 24	Protesting suspension of 20 night shift workers for refusal to have compulsory medical check-up at 10 am. on their own time; uncompleted.
MANUFACTURING— Boots and Shoes (Leather)— Shoe factory workers, Montreal, Que.	1	58	950	Feb. 7	Alleged delay in negotiations for a new agreement providing for increased wages and reduced hours; uncompleted.
Textiles, Clothing, etc.— Cotton and woolen yarn factory workers, Hamilton, Ont.	1	⁽⁵⁾ 56	50	Feb. 3	Refusal by one operator to weigh cotton waste because it was not her job; concluded February 3; return of workers pending settlement; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, FEBRUARY 1956 ⁽¹⁾

Industry, Occupation Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars ⁽²⁾
	Estab- lish- ments	Workers			
Mens' clothing factory workers, Montreal, Que.	18	2,313	8,670	Feb. 21	For a greater increase in wages than recommended by arbitration board and pay for two additional statutory holidays in new agreement under negotiations; concluded February 24; negotiations; compromise.
Miscellaneous Wood Products— Sawmill workers, Wasa, B.C.	1	12	75	Feb. 8	Alleged unsafe working conditions and protesting dismissal of two workers; concluded February 15; reference to Workmen's Compensation Board; in favour of workers.
Metal Products— Machinery factory workers, Lachine, Que.	1	327	5,700	Feb. 6	For a greater increase in wages than recommended by arbitration board in new agreement under negotiations; unconcluded.
CONSTRUCTION— Buildings and Structures— Building trades workers, Burlington, Ont.	1	105	25	Feb. 16	Protesting delivery of ready-mix concrete by non-union drivers; concluded February 16; negotiations; in favour of workers.
TRANSPORTATION AND PUBLIC UTILITIES— Electric Railways and Local Bus Lines— Bus drivers, Trail, B.C.	1	10	170	Feb. 10	For a new agreement providing for increased wages and reduced hours from 48 to 44 per week with same take-home pay; unconcluded.
Miscellaneous— Radio station, employees, Peterborough, Ont.	1	10	100	Feb. 18	For a new agreement providing for increased wages, Rand formula for union dues, etc., following reference to conciliation board; unconcluded.
TRADE— Route salesmen and dairy workers, Windsor, Ont.	1	220	400	Feb. 13	Protesting method of reprimanding a worker; concluded February 15; negotiations; in favour of employer.

⁽¹⁾ Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

⁽²⁾ In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

⁽³⁾ 45 indirectly affected; ⁽⁴⁾ 3,200 indirectly affected; ⁽⁵⁾ 178 indirectly affected.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FOURTH QUARTER OF 1955 BY GROUPS OF INDUSTRIES AND CAUSES

Note: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada".

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Striking Against or Stepping on Objects.....					1	1							2
Struck by.....	3	31		17	10	13	2	9			1		86
(a) Tools, machinery, cranes, etc.....				1	2	4	1						8
(b) Moving vehicles.....		1		4	1	5	1	6			1		19
(c) Other objects.....	3	30		12	7	4		3					59
Caught In, On or Between Machinery, Vehicles, etc.....	1	1		3	6	2	1	2	1				18
Collisions, Deraillments, Wrecks, etc.....	10	7	6	7	6	16		32	3		4		91
Falls and Slips.....	2	4		12	5	24	1	10	3		3		64
(a) Falls on same level.....						2					1		3
(b) Falls to different levels.....	2	4		12	5	22	1	10	3		2		61
Conflagrations, Temperature Extremes and Explosions.....		1		3	1	2		1	1		6		15
Inhalation, Absorptions, Asphyxiation, etc.....				6	5			1	1		1		14
Electric Current.....					3	2	7						12
Over-exertion and Industrial Diseases.....	4		1	1	4	4		6	2		3		25
Miscellaneous Accidents.....				1	1				1		3		5
Total, Fourth Quarter—1955.....	20	44	7	50	41	64	11	62	12		21		*332
Total, Fourth Quarter—1954.....	30	50	13	59	55	68	6	52	16		26		375

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FOURTH QUARTER OF 1955

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....			1		1	10	4	3		1		20
Logging.....					9	7	1	1	2	24		44
Fishing and Trapping.....			2			1				4		7
Mining and Quarrying.....		1	6		10	15	1		7	10		50
Manufacturing.....			1	1	12	16			4	7		41
Construction.....		6	1	1	21	20	1	2	6	6		64
Electricity, Gas, Water Production and Supply.....			1		1	7		2				11
Transportation, Storage and Communications.....		8	5		13	16	3	3	5	9		62
Trade.....				1	1	4		4	1	1		12
Finance.....												
Service.....				1	4	8	2	3	1	2		21
Unclassified.....												
Total.....	15		17	4	72	104	12	18	26	64		*332

* Of this total, 261 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 71 were obtained from other non-official sources.

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W. S. Drinkwater

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manpower and labour relations

REVIEW

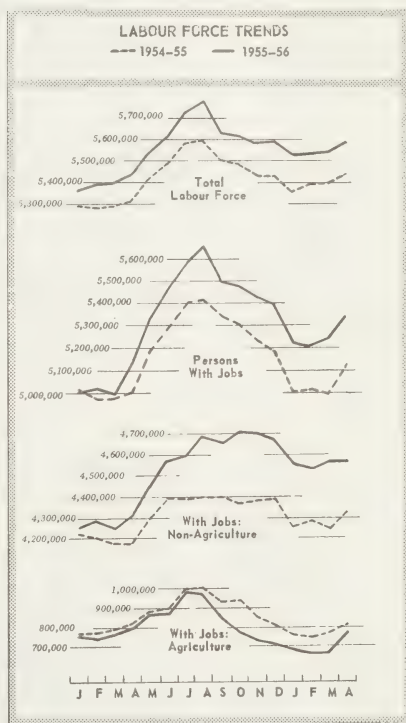
Economics and Research Branch, Department of Labour, Canada

Current Manpower Situation

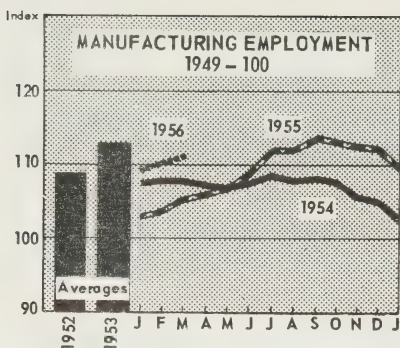
TOTAL employment continued to expand from mid-March to mid-April, largely as a result of the spring increase in farm labour needs. Hirings in many other industrial sectors were delayed by unusually cold and wet weather. This was particularly noticeable in the Atlantic region, where heavy snows brought all outside work to a virtual standstill. The weather also caused some non-farm layoffs in the Prairie region but these were offset by a large expansion in agricultural jobs. In Ontario, employment expanded somewhat more slowly than a month earlier, although the total increase this spring was the same as last. In Quebec and British Columbia also, employment increases this spring have been about the same as last year.

The estimated number of persons with jobs in the week ended April 21, was 5,326,000, some 85,000 more than in March and 203,000 more than last year. Non-agricultural employment showed an increase of 246,000, or 5.7 per cent, from a year earlier. Persons without jobs and seeking work were estimated at 257,000, a decrease of 38,000 during the month and of 70,000 from last year. The number registered at National Employment Service offices at mid-April was 488,900, a decrease of 44,700 from mid-March and 67,300 from last year.

The generally buoyant employment conditions that have



A Monthly Labour Gazette Feature



prevailed during the past 12 months were reflected in a sharp reduction in the number of labour surplus areas. By May 1, the labour demand-supply situation was in balance in 29 of the 109 labour market areas; this was the largest number in this category at this date since 1953. Five of the 11 metropolitan areas, including Toronto and Montreal, were in balance. Improvement appeared to

be fairly general in other areas. Only in the Atlantic region was there a substantial number of areas with higher unemployment than last year and this was largely caused by the severe weather this spring.

Current Industrial Employment Trends

The expansion that began in 1955 continued in most industrial sectors through the first part of 1956. As might be expected, the rate of increase in total employment has not been quite as rapid as during the initial upsurge last year. Taking into account the excessively bad weather, however, the rise has been considerable. Although the volume of unemployment in April was still substantial, the early appearance of shortages in a number of occupations suggested that surpluses would decline rapidly when the weather made full-scale outdoor operations more feasible.

The contribution of some industrial groups to the employment expansion of the past year is shown in the accompanying chart. Much of the improvement during the year is attributable to the sharp recovery in manufacturing, construction and transportation, following the recession of 1954. Employment increases in these three groups of industries accounted for well over half the total gain. The steady growth of trade and other servicing facilities that accompanied the country's expanding population was also responsible for a substantial part of the total gain in employment.

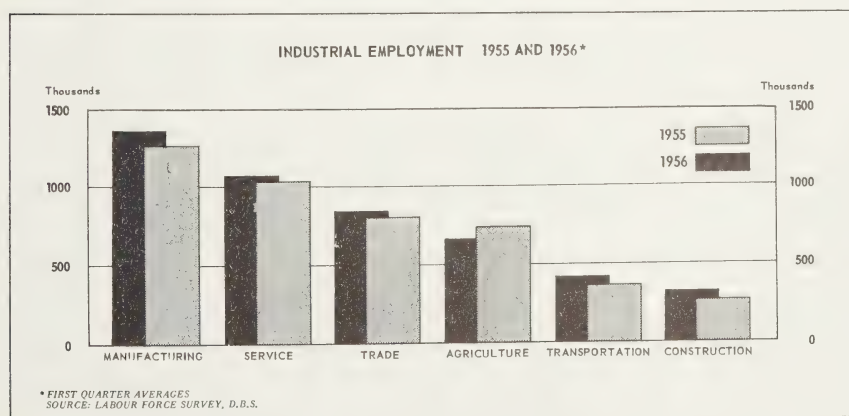
The situation of agriculture in the labour picture is particularly noteworthy this spring. Here, the labour force has been decreasing fairly steadily over the years as a combined result of mechanization of farm operations and increasing opportunities of better-paying jobs in other fields. The attraction of other work was evidently stronger than ever this winter, for the movement away from agriculture accelerated. At its seasonal low point this spring, the farm labour force had fallen to 686,000, a drop of 9 per cent from a year earlier. This excessively low figure accounted for the strong demand for farm labour that prevailed in most regions this spring. Agricultural employment showed a responsive rise of some 85,000 workers in April but shortages were still reported in many farm areas, particularly in Ontario and the four western provinces.

The situation in construction is also of particular interest at this time, for although the industry is small beside other industrial sectors, the number of construction workers hired during each of the past three summers has amounted to at least 120,000. Consequently the size of the construction program and the effect of weather on its progress has an important bearing on the speed with which unemployment declines.

This year the outlook for construction is very strong. The survey of investment intentions carried out by the Department of Trade and Commerce shows that the volume of construction is expected to be 18 per cent higher than in 1955, when it was already substantially higher than in 1954. The type of building this year will be somewhat different from last, the major emphasis swinging towards resource development, highways and sharp expansion in basic industries. Little change is expected in the level of housing construction.

During April, construction work in a large part of the country was held up by bad weather. Towards the end of the month, however, there was a rapid pick-up in all regions. At the end of the second week in May the number of job vacancies registered with the National Employment Service for bricklayers, carpenters, painters and plumbers was more than double the total a year before, while vacancies for unskilled construction workers were almost three times as numerous.

The supply of labour available to meet demands was still quite substantial. More than 100,000 skilled and unskilled construction workers were registered with the National Employment Service at the end of April. The size of the intended construction program and the current rate of progress suggests that this total will dwindle rapidly. Scarcities of construction tradesmen are expected to develop, particularly in British Columbia and some parts of Ontario and the Prairie Provinces. Since wages in construction are high, compared with some other industries, sufficient numbers of unskilled workers are usually attracted to construction. Supplies of skilled construction tradesmen, however, are likely to be a good deal tighter than last year at the height of the construction season.



Manufacturing employment rose sharply in the first quarter of 1956, following a seasonal decline of some 65,000 during the winter. Total employment at mid-March was estimated to be 1,404,000, which is 125,000 above the 1955 low point and not far below the post-war peak recorded last fall. Most manufacturing industries appear to have shared in the general expansion. Among the non-durable goods group, the rubber industry showed a moderate decline. Employment, however, was still much higher than in the past several years and reports from the industry suggest further gains in coming months.

In the textile industry, the employment trend levelled off during the first quarter, after a rise of almost 10 per cent in 1955. More recently, the situation in the industry has been clouded by strikes in a number of mills in Quebec. Reports indicate, however, that employers generally do not expect much change in the underlying employment situation during 1956.

In the motor vehicle industry, employment rose quickly following the settlement of the General Motors strike in February and remained near capacity through most of March and April. New car sales dropped substantially in the early months of this year but to what extent this was caused by the strike and by bad weather is not certain. Recent reports indicate that employment in the industry may be reduced in May. In the light of the generally buoyant economic conditions, however, the outlook for motor vehicle sales in 1956 as a whole appears to be quite strong.

Employment in many of the durable goods industries lagged behind other sectors in last year's upturn. Towards the end of last year, however, this group showed a strong recovery, which continued into the first quarter of 1956. In response to the upturn in construction, production and employment in fabricated iron and steel plants has risen strongly in the past nine months and most employers are looking forward to further employment gains this summer. The current business expansion has also had a marked effect on employment in the production of commercial and industrial machinery. A year-to-year gain of 11 per cent was recorded in March, and further increases are expected during the summer.

As a result of large orders from both major railways, manufacturers of railway rolling stock are in a stronger position than they have been for some time. Current employment is about 10 per cent higher than a year ago. Additional hirings are expected by the industry during the summer months but employment gains may be limited by delays in the flow of steel parts.

The situation in the agricultural implements, shipbuilding and aircraft industries, which had shown a marked weakness in the past two years, appears to have stabilized and there are some signs of moderate recovery. Employment in the aircraft and shipbuilding industries was higher in March than a year earlier by 4 and 6 per cent, respectively. Recent reports indicate that in several shipyards a renewed demand for commercial tonnage has caused a substantial employment upturn. Employment in the agricultural implement industry showed some strengthening during 1955 and early 1956. Recent reports suggest, however, that export sales have been disappointing and that production and employment were cut back sooner than had been anticipated.

Labour-Management Relations

NEGOTIATIONS have been under way during recent weeks in some of the largest bargaining groups in the country. Settlement was reached in the dispute involving some 140,000 non-operating railway employees and Canada's major railways and important contracts were signed in the pulp and paper and construction industries. No settlement had yet been reached, however, in the automobile industry, in lake shipping, or in the Quebec textile industry.

Transportation — Two major developments in the transportation industry, that of the non-operating railway employees' dispute and that of the strike in Great Lakes' shipping, were of considerable importance to the country as a whole. In the railways, the terms of settlement were those recommended by the conciliation board that held hearings earlier this year. These terms are as follows:

Agreement to be in force for two years, from January 1, 1956, to December 31, 1957;

Wages to be increased over the December 31, 1955, rates by 6 per cent effective April 1, 1956, half of which to be retroactive to January 1, 1956; 2 per cent effective November 1, 1956; and 3 per cent effective June 1, 1957;

A health and welfare plan to become effective January 1, 1957, half to be paid by the companies and half by the employees, at a cost of 5 cents per hour per employee;

All employees now receiving pay for five statutory holidays to be granted a sixth holiday with pay during 1956 and a seventh during 1957.

When the board's report was issued, the terms were accepted by the union as a basis of settlement but were rejected by the companies. After further negotiations, however, the companies also accepted the terms.

Conciliation boards have been constituted to deal with disputes existing between the Canadian Pacific Railway Company and the Canadian National Railways and certain of their operating personnel as well as some dining, cafe, and buffet car employees.

The majority report of the Board of Conciliation and Investigation that had been appointed to deal with matters in dispute between the Association of Lake Carriers representing seven major shipping companies and the Seafarers' International Union of North America was not accepted by the union. Following further unsuccessful negotiations, a strike against N. M. Patterson & Sons, Ltd., and Upper Lakes and St. Lawrence Transportation Co. Ltd., began May 10. In retaliation, the remaining five companies began to lay up their vessels. At the request of the Hon. Milton F. Gregg, Minister of Labour, both parties entered still further negotiations, with H. Carl Goldenberg as mediator, which at the time of writing were continuing. Conciliation boards are still dealing with disputes affecting the officer personnel of the companies.

Construction — Since two-year terms were common among the agreements signed in the construction industry a year ago, many trades are not bargaining in 1956. Among those bargaining, however, settlements involving wage increases of up to 10 cents an hour have been common.

A noteworthy agreement was signed by the Hydro-Electric Power Commission of Ontario covering the Cornwall project of the St. Lawrence Seaway. Generally the effect of this agreement has been to bring most rates into line with those paid in the Toronto area.

The only current strike action in the construction industry involves the International Association of Heat and Frost Insulators and Asbestos Workers. This union, with membership in the larger centres of Ontario, is seeking higher wages, welfare benefits and an increased ratio of apprentices to tradesmen. The province-wide contract with the Master Insulators of Ontario expired in August 1955 and the subsequent report of a conciliation board was rejected by the union. Several large construction projects have been affected by this strike.

Pulp and Paper — A number of pulp and paper companies in Ontario and Quebec have signed agreements with the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, the International Brotherhood of Paper Makers and certain other craft unions. The general pattern has been for a 12-cent-an-hour wage increase and some adjustment in shift-work differentials. The contracts in most cases provide for a further 5-per-cent increase next year. Further negotiations this year are to take place in Thorold, Ont., and Three Rivers and Shawinigan Falls, Que.

Automobiles — Bargaining was continuing on the contract between the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America and the Ford Motor Company of Canada. Conciliation services have been requested of the Ontario Government.

Textiles — Bargaining has begun in many small textile mills scattered through Western Ontario. The Textile Workers' Union of America is demanding a reduction in the work week from 45 to 40 hours without loss of take-home pay, a company-paid medical plan and an increase in wages for plants at Hamilton and St. Catharines, Ont. A conciliation officer has been appointed by the Provincial Government to assist in negotiations at St. Catharines.

In Quebec a conciliation board is holding hearings in a wage dispute between the United Textile Workers of America and the plants of the Dominion Textile Co., Limited, at Montreal and Valleyfield. Bargaining resulted from a union request under the wage re-opener clause in their two-year agreement.

Workers represented by the National Catholic Textile Federation, Inc. (CCCL), began strike action at the company's plants at Drummondville on April 27, Magog on May 8 and Sherbrooke on May 11. The causes of these three stoppages were, respectively, dispute over quality checkers, time study of certain operations and suspension of a worker for poor workmanship.

Wage Changes

Two surveys carried out by the Economics and Research Branch¹ indicate that in general, wage increases recorded during the past fall and winter ranged between 5 and 10 cents an hour. The first survey of 1,032 establishments recording increases affecting more than 50 per cent of their non-office workers, showed that between October 1, 1955, and March 31, 1956, general wage increases had been granted in approximately one-quarter of the establishments. The second survey, an analysis of wage rates in 160 collective agreements becoming effective during the same six-month period, shows that substantial wage increases continue to be an important point in collective bargaining settlements.

The surveys show that a higher proportion of wage increases was granted this year than last (L.G., June 1955, p. 626 and L.G., July 1955, p. 825). Moreover the actual increases were also larger than in earlier years, increases of between 5 and 10 cents an hour being more predominant and those of more than 10 cents more frequent.

Wage Rate Increases

Increases Per Hour	Per Cent of Establish- ments*	Per Cent of Agree- ments**
Up to 4.9 cents	28	25
5 to 9.9 cents	49	46
10 to 14.9 cents	18	21
15 cents and over	5	8

*In 250 of 1,032 establishments surveyed for general wage changes, October 1, 1955, to March 31, 1956.

**In 134 of 160 agreements becoming effective in the same period.

The survey of collective agreements showed that 40 per cent of the settlements also provided changes in non-wage conditions of employment. The most common change, affecting almost half the workers covered, dealt with vacations. Here the revisions were designed to increase the length of the vacation period, with more agreements indicating three-week vacations than previously, and to reduce service requirements.

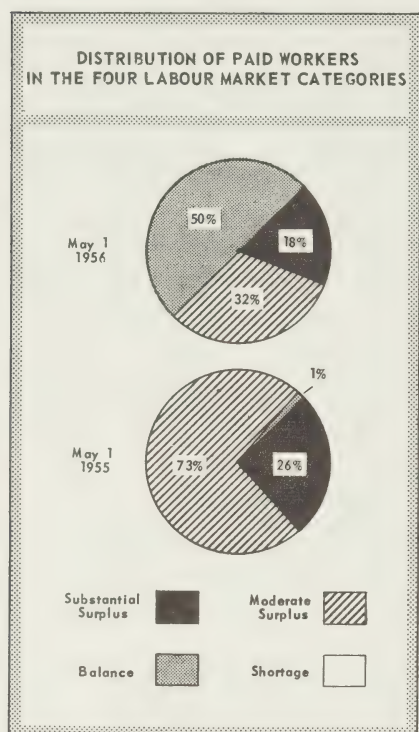
The survey of establishments did not reveal any general decreases in wages during the period. This survey included both unionized and non-unionized plants in Canada's eight leading industries. Three-quarters of the establishments indicated no general increase in wages but many of these firms deal with wages at other times of the year than during the survey period.

Work Stoppages

Preliminary figures indicate that work stoppages in existence in April 1956 totalled 20, involved 2,772 workers and resulted in a time loss of 10,050 man-days, the lowest on record for any month since December 1950. For March 1956, comparative figures were 22 stoppages, 3,243 workers and 16,875 man-days and for April 1955, 21 stoppages, 2,656 workers and a time loss of 25,369 man-days.

¹One is a survey of establishments that recorded increases affecting more than 50 per cent of non-office workers; the other is a survey of wage changes in collective agreements, which may cover more than one establishment.

Manpower Situation in Local Areas



THE generally high level of employment prevailing in Canada during the past year resulted in an unusually sharp reduction in the number of labour surplus areas after the first spring upswing in employment. Twenty-four areas were reclassified from the moderate surplus to the balanced category and 12 from the substantial to moderate surplus category. Prince George moved from moderate to substantial surplus, as usual at this time of year. At the beginning of May, classification of the 109 areas surveyed was as follows (last year's figures in brackets): in balance, 29 (4); in moderate surplus, 43 (60); in substantial surplus, 37 (45).

Year-to-year improvements in labour markets were even more significant than the increased number of areas in balance would

indicate. The 29 areas in balance this year represent about 50 per cent of total paid workers; last year the four areas in balance represented only one per cent of all paid workers. Five metropolitan areas, including Montreal and Toronto and eight industrial areas, were in balance at May 1. At the same time last year only one major industrial area was in balance.

The shift towards balanced labour markets was concentrated in the Ontario and Prairie regions. In Ontario, all four metropolitan areas and seven of the 12 major industrial areas were in balance. In the Prairies, on the other hand, the areas in balance were the major agricultural and minor areas.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	May 1 1956	May 1 1955	May 1 1956	May 1 1955	May 1 1956	May 1 1955	May 1 1956	May 1 1955
Metropolitan	2	3	4	8	5	—	—	—
Major Industrial	9	11	10	15	8	1	—	—
Major Agricultural	3	4	7	10	4	—	—	—
Minor	23	27	22	27	12	3	—	—
Total	37	45	43	60	29	4	—	—

*See inside back cover *Labour Gazette*.

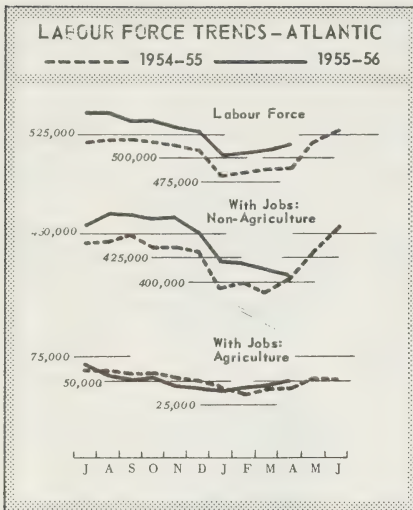
CLASSIFICATION OF LABOUR MARKET AREAS,

May 1, 1956

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec - Lévis St. John's	Calgary Edmonton Vancouver - New Westminster → WINNIPEG	→ HAMILTON → MONTREAL → OTTAWA - HULL → TORONTO → WINDSOR	
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Fort William - Port Arthur Joliette Lac St. Jean Moncton New Glasgow Rouyn - Val d'Or Shawinigan Falls Trois Rivières	Brantford → CORNWALL → FARNHAM - GRANBY Halifax Peterborough Saint John Sherbrooke Sudbury → SYDNEY Timmins - Kirkland Lake	→ GUELPH → KINGSTON → KITCHENER London → NIAGARA PENINSULA → OSHAWA → SARNIA → VICTORIA	
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)	Charlottetown Rivière du Loup Thetford - Megantic - St. Georges	Brandon Chatham North Battleford Prince Albert Red Deer Saskatoon Yorkton	→ SARRIE → LETHBRIDGE → MOOSE JAW → REGINA	
MINOR AREAS (labour force 10,000 - 25,000)	Bathurst Bridgewater Campbellton Dauphin Edmundston Gaspé Grand Falls Kentville Montmagny Newcastle Okanagan Valley Portage la Prairie PRINCE GEORGE Quebec North Shore Rimouski Ste. Agathe - St. Jérôme St. Stephen Summerside Truro Valleyfield Victoriaville Woodstock, M.B. Yarmouth	→ BEAUHARNOIS Belleville - Trenton → BRACEBRIDGE → CENTRAL VANCOUVER ISLAND → CHILLIWACK Cranbrook Dawson Creek Drumheller → DRUMMONDVILLE → FREDERICTON Kamloops Lachute - Ste. Thérèse North Bay → OWEN SOUND Pembroke Prince Rupert Simcoe → SOREL St. Hyacinthe St. Jean Trail - Nelson Weyburn	Brampton Galt → GODERICH → LINDSAY → LISTOWEL → MEDICINE HAT → SAULT STE. MARIE Stratford St. Thomas → SWIFT CURRENT → WALKERTON → WOODSTOCK - INGERSOLL	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

ATLANTIC



TOTAL employment was unchanged in the Atlantic region during April, mainly because continuing bad weather delayed the beginning of most outdoor activities by three to four weeks. Persons with jobs were estimated to number 457,000 at April 21, about the same as a month earlier but approximately 11,000 more than in April 1955. The labour force, however, expanded seasonally as usual during the month, with a corresponding increase in unemployment. For the first time this year, unemployment was higher than a year earlier, largely because bad weather brought logging, agriculture, fishing and construction to a virtual standstill. The only significant non-seasonal layoff occurred at the Saint John drydock, where 180 workers were released following completion of orders.

Despite the temporary lull in most outdoor activities, total non-agricultural employment remained higher than a year before throughout the region. The most recent figures available show that industrial employment was higher than a year earlier by 8 per cent in Newfoundland, 10 per cent in Prince Edward Island, 6 per cent in Nova Scotia and 15 per cent in New Brunswick. Increases were recorded in manufacturing, forestry, steam railways, construction and trade, the most marked being in forestry. Much of the rise in manufacturing employment occurred in pulp and paper mills, though iron and steel products and railway rolling stock also showed some year-to-year improvement.

Only two of the 21 areas in the region were reclassified during the month, both from the substantial to the moderate labour surplus category. At May 1, the area classification was as follows (last year's figures in brackets): in moderate surplus, 4 (5); in substantial surplus, 17 (16).

Local Area Developments

St. John's (metropolitan). Remained in Group 1. The hampering of construction activities by bad weather and the customary decrease in logging employment on the completion of hauling operations resulted in increased unemployment during April. Total employment, however, remained slightly higher than a year before, most industries in the area recording year-to-year increases.

Sydney (major industrial). Reclassified from Group 1 to Group 2. Opening of navigation on the St. Lawrence resulted in substantial reductions in registrations of unskilled workers. Coal mining and iron and steel, the principal industries in the area, remained very active during the month. Construction remained at a low level but was expected to increase sharply as soon as weather conditions permitted the resumption

of work on the Trans-Canada highway and the beginning of other large building projects planned for this year.

Fredericton (minor). Reclassified from Group 1 to Group 2.

QUEBEC

THE spring pick-up in employment proceeded more quickly in Quebec this year than last. By mid-April, persons with jobs were estimated at 1,467,000, an increase of 34,000 from a month earlier and 56,000 from April 1955.

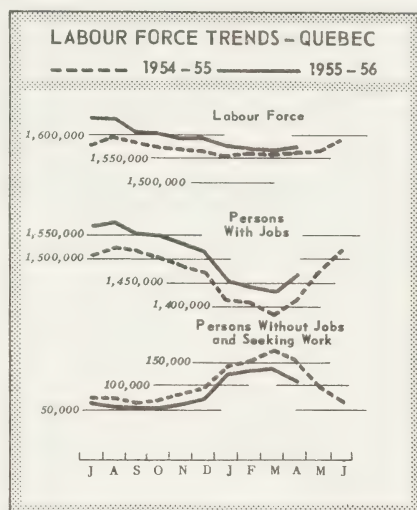
The shipping season began early this year with the arrival of the first freighter at Montreal harbour on April 2 but was then delayed for almost a week because of ice between Quebec and Montreal. The Aluminium Company of Canada rehired most workers laid off for the winter months because of water and electricity shortages. Activity increased in construction and agriculture and a number of quarries began operations. Manufacturing employment remained high but labour surpluses were still heavy in logging areas because log drives were delayed by adverse weather. Trucking was still at a seasonal low.

Renewed seasonal activity was reflected in the reclassification of one area from the moderate surplus to the balanced category and of four areas from the substantial to the moderate surplus category. At May 1, classification of the 24 labour market areas in the region was as follows (last year's figures in brackets): in balance, 1 (0); in moderate surplus, 8 (6); in substantial surplus, 15 (18).

Local Area Developments

Montreal (metropolitan). Reclassified from Group 2 to Group 3. With the early opening of the shipping season and the consequent rehiring of seamen and longshoremen, labour demand and supply were in balance about a month earlier than last year in this area. The pick-up in construction, on the other hand, was delayed by the spring thaw and a temporary shortage of brick and cement. The situation in primary textiles improved slightly. Shortages of engineers, draftsmen and shoe-cutters continued; other skills in short supply included loom fixers, skilled sheet metal workers, boiler makers, welders, auto mechanics, radar technicians, typists and stenographers.

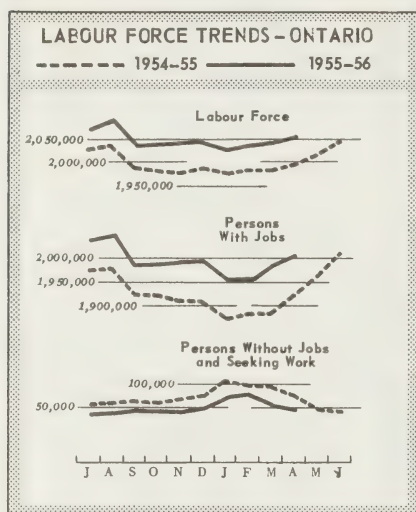
Quebec-Lévis (metropolitan). Remained in Group 1. Employment opportunities increased during April in farming and construction and a shortage of plasterers was already evident. Shoe stitchers were also in demand. Pulpwood loggers were still in heavy surplus but it was expected that many would be rehired as the log drives got under way. Cotton mills were still on a short work-week because of lack of orders.



Farnham-Granby (major industrial). Reclassified from Group 1 to Group 2. Employment increased seasonally in construction and to a lesser degree in agriculture. Primary textile plants were operating at capacity, with some firms working overtime. The rubber footwear industry was at a seasonal low.

Beauharnois, Drummondville and Sorel (minor). Reclassified from Group 1 to Group 2.

ONTARIO



ACTIVE hiring in Ontario for the lake shipping, construction, agriculture and fishing industries resulted in further substantial increases in employment during April. Although this has been a cold, wet spring throughout the region, employment has increased as quickly as last year. Persons with jobs at mid-April were estimated at 2,006,000, an increase of 23,000 from the previous month and 85,000 from the previous year.

Shortages of farm workers were prevalent in most areas even though about 230 were brought in from the Maritimes by the middle of May. Most heavy manufacturing

industries continued very busy but some light manufacturing plants were seasonally slack. Engineers, draftsmen, tool and die makers, machine shop workers and foundry workers were scarce in most industrial centers.

During the month, 17 areas were reclassified into the balanced labour market category, bringing 22 of the 34 areas in the region into balance. This is the first time since 1953 that most areas in Ontario were in balance at the beginning of May. The area classification at May 1 was as follows (last year's figures in brackets): in balance, 22 (4); in moderate surplus, 12 (28); in substantial surplus, 0 (2).

Local Area Developments

Hamilton (metropolitan). Reclassified from Group 2 to Group 3. Demand for workers was strong in agriculture, lake shipping and construction. Recall of workers at National Steel Car resulted in shortages in some other industries. The supply of engineers, draftsmen, foundry and machine shop workers was still tight.

Ottawa-Hull (metropolitan). Reclassified from Group 2 to Group 3. Construction and agriculture increased seasonally. Engineers, draftsmen and most professional people were in short supply.

Toronto (metropolitan). Reclassified from Group 2 to Group 3. The demand for construction workers and farm labour picked up rapidly during

the last half of the month. Machinists, tool and die makers, auto mechanics and welders were scarce.

Windsor (metropolitan). Reclassified from Group 2 to Group 3. All automobile and automobile parts plants were operating near capacity. Construction increased during the month but the start on some jobs was delayed by steel shortages.

Cornwall (major industrial). Reclassified from Group 1 to Group 2. Construction was proceeding at a high rate although some work on the Seaway was delayed by mud and wet weather.

Guelph (major industrial). Reclassified from Group 2 to Group 3. All industries were operating at capacity. There were some shortages of engineers, draftsmen, lathe and boring mill operators, clerical workers and farm labour.

Kingston (major industrial). Reclassified from Group 2 to Group 3. Construction work began despite unfavourable weather. Shipyards were very busy, with some shortages of welders.

Kitchener (major industrial). Reclassified from Group 2 to Group 3. All industries were busy. Tool and die makers, moulders, tractor trailer drivers and farm workers were scarce.

Niagara Peninsula (major industrial). Reclassified from Group 2 to Group 3. Skilled construction workers were already scarce although wet weather delayed work on the hydro development. Machinists, tool and die makers, welders, grinders and lay-out men were in short supply.

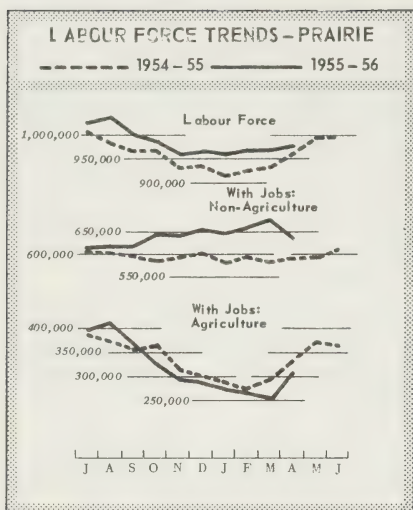
Sarnia (major industrial). Reclassified from Group 2 to Group 3. Navigation was in full operation. Construction and agriculture were active although wet weather caused some delays. Pipefitters and tool makers were scarce but were being obtained through NES clearance procedures.

Barrie, Goderich, Lindsay, Listowel, Sault Ste. Marie, Walkerton and Woodstock-Ingersoll (major agricultural and minor). Reclassified from Group 2 to Group 3.

Bracebridge and Owen Sound (minor). Reclassified from Group 1 to Group 2.

PRAIRIE

EMPLOYMENT in the Prairie region increased seasonally again during April. Persons with jobs at April 21 were estimated at 945,000, an increase of 14,000 from the previous month and 24,000 from the previous year. The improvement during April, which was widespread throughout the region, was almost entirely confined to agriculture. The initial upturn in farm employment occurred somewhat later than usual because of poor weather during March and early April but in the last half of the month, preparations for spring seeding proceeded rapidly and resulted in heavy demands for farm labour, which in many areas was becoming difficult to find.



The usual expansion of non-farm activities was delayed by highway traffic restrictions, which curtailed activities in trucking, construction, oil drilling and meat packing plants. Construction employment changed very little during the month but remained substantially higher than a year earlier. In view of the heavy volume of construction planned for the current year, early shortage of certain skills were anticipated in certain parts of the region.

Six of the twenty areas in the region were reclassified during the month; five from the moderate

labour surplus to the balanced category and one from the substantial to the moderate surplus category. At May 1, the area classification was as follows (last year's figures in brackets): in balance, 5 (0); in moderate surplus, 12 (16); in substantial surplus, 3 (4).

Local Area Developments

Calgary (metropolitan). Remained in Group 2. Employment continued to expand, showing much more strength than last year. NES registrations declined by more than one-third during April, largely because of a sharp increase in agricultural and construction employment. Demands for farm labour were very heavy and despite the influx of workers from Saskatchewan and British Columbia, an acute shortage had developed by the end of the month.

Edmonton (metropolitan). Remained in Group 2. Employment changed very little as road bans impeded road and highway construction, oil drilling and exploration activities. Demands for farm help increased slowly because of the late spring.

Winnipeg (metropolitan). Reclassified from Group 1 to Group 2. Manufacturing employment increased by about the usual amount in April. Most outdoor activities were retarded by poor weather. Construction occupations accounted for one-third of the total male registrations at the NES. Job vacancies were about 50 per cent higher than a year earlier.

Moose Jaw, Regina and Lethbridge (major agricultural). Reclassified from Group 2 to Group 3.

Swift Current and Medicine Hat (minor). Reclassified from Group 2 to Group 3.

PACIFIC

DRY, warm weather during April brought a rapid improvement in the employment situation in the Pacific region. Labour surpluses were being absorbed quickly and shortages were developing in a considerable number of occupations. Persons with jobs in the region were estimated

at 451,000 at April 21, about 15,000 more than a month earlier and 27,000 more than in April 1955. Most of the employment expansion during the month occurred in construction, logging and transportation.

A large number of multi-million dollar public and private construction projects were under way in various parts of the region. Logging picked up strength during the month although road conditions were still hampering activities in the interior. In the lower mainland

and on Vancouver Island, the continuing dry, warm weather was creating fire hazards that may result in forest closures. Most manufacturing industries were operating at peak production levels, although some wood processing plants were suffering from serious log shortages. Farm work increased substantially towards the end of the month.

Labour shortages continued, particularly of engineers, draftsmen, secretaries, structural steel workers, welders, machinists, auto mechanics, mine workers and certain categories of unskilled labour. It was particularly difficult to find workers for outlying projects. The movement of workers from the east to the Pacific region slowed down. Workers continued to pour into Kitimat and most of them were quickly absorbed.

During the month, four labour market areas were reclassified, one from the moderate surplus to the balanced category, two from the substantial to the moderate surplus category and one from the moderate to the substantial surplus category. At May 1, classification of the ten labour market areas in the region was as follows (last year's figures in brackets): in balance, 1 (0); in moderate surplus, 7 (5); in substantial surplus, 2 (5).

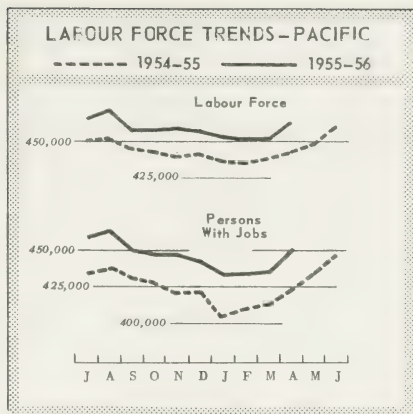
Local Area Developments

Vancouver-New Westminster (metropolitan). Remained in Group 2. Employment conditions improved rapidly during April, mainly because of increased activities in construction, logging, transportation and manufacturing. This improvement was reflected in a sharp drop in the number of registrations for employment and a rapid increase in unfilled vacancies. Trade recovered from its temporary slackness and spring farm work began. Shortages of engineers, stenographers and typists, certain construction trades, skilled sawmill workers, miners, auto mechanics and household help continued.

Victoria (major industrial). Reclassified from Group 2 to Group 3. Employment reached a very high level by the end of April. Registrations for employment were lower this year than in any April since 1951. There was an urgent need for machinists, platers, welders, pipefitters and marine electricians.

Chilliwack and Central Vancouver Island (minor). Reclassified from Group 1 to Group 2.

Prince George (minor). Reclassified from Group 2 to Group 1.



Current Labour Statistics

(Latest available statistics as of May 10, 1956)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	April 21	5,583,000	+ 0.8	+ 2.4
Total persons with jobs.....	April 21	5,326,000	+ 1.6	+ 4.0
At work 35 hours or more.....	April 21	4,835,000	+ 2.1	+ 4.3
At work less than 35 hours.....	April 21	371,000	+ 2.8	+ 0.3
With jobs but not at work	April 21	120,000	-16.1	+ 2.6
With jobs but on short time	April 21	32,000	- 8.6	- 3.0
With jobs but laid off full week	April 21	15,000	-37.5	+ 7.1
Persons without jobs and seeking work	April 21	257,000	-12.9	- 21.4
Total paid workers	April 21	4,133,000	+ 0.4	+ 6.1
In agriculture	April 21	92,000	+17.9	- 8.0
In non-agriculture	April 21	4,041,000	0.0	+ 6.5
Registered for work, NES (b)				
Atlantic	April 19	82,372	+ 0.3	+ 8.0
Quebec	April 19	180,284	- 6.1	- 10.5
Ontario	April 19	110,845	-15.3	- 24.0
Prairie	April 19	74,882	- 6.2	- 9.7
Pacific	April 19	40,525	-16.7	- 17.9
Total, all regions	April 19	488,908	- 8.4	- 12.0
Claimants for Unemployment				
Insurance benefit	April 1	511,073	0.0	- 15.6
Amount of benefit payments	March	\$38,167,352	+18.6	- 16.0
Industrial employment (1949=100).....	March 1	113.1	+ 0.7	+ 7.1
Manufacturing employment (1949=100)	March 1	112.1	+ 1.7	+ 6.1
Immigration	1st Qtr. 1956	18,963	-	+ 7.6(c)
<i>Strikes and Lockouts</i>				
No. of days lost	April	10,050	-	+113.7(c)
No. of workers involved	April	2,772	-	+ 61.5(c)
No. of strikes.....	April	20	-	+ 41.7(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	March 1	\$63.16	+ 1.2	+ 3.8
Average hourly earnings (mfg.).....	March 1	\$1.49	+ 0.8	+ 3.5
Average hours worked per week (mfg.)	March 1	41.3	+ 0.2	+ 0.2
Average weekly earnings (mfg.)	March 1	\$61.33	+ 1.1	+ 3.7
Consumer price index (av. 1949=100)	April 1	116.6	+ 0.2	+ 0.4
Real weekly earnings (mfg. av. 1949=100)	March 1	126.1	+ 0.9	+ 3.1
Total labour income	February	\$1,093,000	+ 1.2	+ 9.7
<i>Industrial Production</i>				
Total (average 1935-39=100).....	February	266.4	+ 3.4	+ 7.4
Manufacturing	February	269.9	+ 4.0	+ 6.3
Durables	February	328.1	+ 3.8	+ 7.2
Non-Durables.....	February	232.7	+ 4.2	+ 5.5

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *Labour Gazette*.

(b) See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Notes of Current Interest

Union Members in Canada Now Number 1,346,000

Membership of labour organizations in Canada has reached 1,346,000. Preliminary figures based on the survey conducted by the Economics and Research Branch of the Department of Labour at January 1, 1956, show a 6-per-cent membership increase over the previous year. The membership represented at the founding convention of the Canadian Labour Congress (see box) was approximately 1,018,000.

Merger Creates Canadian Labour Congress

Union of the Trades and Labour Congress of Canada and the Canadian Congress of Labour was sealed at an historic week-long founding convention of the Canadian Labour Congress in Toronto last month. All but a third of a million of Canada's 1,346,000 union members are represented in the new organization.

(A detailed report of the convention will appear in the June issue.)

The convention was notable for several reasons:—

It was the largest labour convention ever held in Canada; 1,619 delegates representing 1,380 organizations attended.

It was the first labour convention in more than half a century that was addressed by a Canadian Prime Minister.

It elected to a vice-presidential post the first woman to hold such a high position in a national labour organization.

Main Features

Main features of the convention were:

The adoption of a constitution for the million-member CLC, comprising 18 articles and 111 sections, that, among other things, permits Communists to be accredited as delegates but bars "any organization controlled or dominated by Communists, Fascists or other totalitarians" from affiliation and prohibits the election of anyone who "expounds or promotes or encourages any doctrine or philosophy contrary to or subversive of the fundamental principles and institutions of the democratic form of government of Canada".

The adoption of a platform of principles proclaiming the 29 planks on which rest the aims of the Congress.

The empowering of the executive council to negotiate the terms of affiliation of the Canadian and Catholic

Confederation of Labour, the One Big Union and the Canadian membership of the United Mine Workers of America.

Announcement by George Meany, President of the American Federation of Labour and Congress of Industrial Organizations, who was the fraternal delegate from that body, that the AFL-CIO would instruct its directly-chartered locals in Canada to seek CLC charters and that the AFL-CIO would cease its organizing activities in Canada, its present organizers being returned to their own international unions or absorbed in the CLC.

Adoption of an elaborate statement of economic policy outlining 12 measures to achieve full employment at the highest possible standard of living.

Approval of two major resolutions setting out the political education policies that will guide the Congress in political matters.

Consideration of 458 resolutions in all, dealing with social security, legislation, human rights, international affairs, education, taxation, immigration, housing, and conditions and hours of work.

Election of Officers

Election by acclamation of the three top officers of the new Congress: President Claude Jodoin, Executive Vice-president Gordon G. Cushing, and Secretary-Treasurer Donald MacDonald. A total of 13 Vice-presidents were also elected.

The Congress pledged itself to put forth every effort to organize the unorganized and to fight against any moves that would eliminate the workers' right to strike.

Hon. Milton F. Gregg, Minister of Labour, was one of the many guest speakers at the convention.

TLC and CCL Councils Merge in Vancouver

Vancouver's two labour councils have merged into the Vancouver-Lower Mainland Trades and Labour Council. They are the Greater Vancouver and Lower Mainland Labour Council (CCL) and the Vancouver, New Westminster and District Trades and Labour Council (TLC).

President of the new council is Lloyd Whalen, formerly President of the CCL group.

The new group will apply to the newly-founded Canadian Labour Congress for a charter.

AFL, CIO Organizations Merge in Four States

The merger of CIO and AFL state organizations in the United States is progressing favourably, although an occasional voice is raised in opposition.

In Kansas City the Teamsters lost a determined fight to prevent merger of the Missouri Federation of Labour and the State Congress of Industrial Organizations.

First state in which AFL and CIO organizations consolidated was Arkansas, followed by Tennessee, Missouri and Louisiana.

Seven other states and one territory are planning merger conventions before August. They are Arizona, Montana, Vermont, Colorado, Virginia, Wyoming, Oregon and Puerto Rico.

Meanwhile, the Building and Construction Trades Department announced it would oppose mergers of state and local labour federations until an agreement on work jurisdiction was reached with the Industrial Union Department.

It charged that the industrial unions were taking over jurisdiction of workers who belonged in the building and construction unions.

State and city federations have until the end of 1957 to merge under the articles of agreement between the old AFL and CIO.

B.C. Teachers' Federation Breaks Link with TLC

An 8,700-member affiliate of the Trades and Labour Congress of Canada—the British Columbia Teachers' Federation—last month voted to end its 13-year link with the labour organization, less than three weeks before the merger of the TLC and the Canadian Congress of Labour. The vote, by secret ballot, was 304 to 275 against continued affiliation.

Pleas by four past presidents of the Federation failed to halt the disaffiliation move.

The delegates split on what some described as "professionalism" versus "trade unionism".

Past President Tom Alsbury, who was Vice-president of the Vancouver, New Westminster and District Trades and Labour Council and who had already been selected as one of the Council's delegates to the founding convention of the Canadian Labour Congress, was one of those calling for continued affiliation. Teachers should join with labour and work for the common good, he said.

After the vote to disaffiliate, the Federation's convention passed a resolution expressing "appreciation of the courtesy extended and assistance received" during the period of affiliation and voicing "willingness to co-operate" in matters governed by the Federation's policy.

Carpenters Gain U.S.-Wide Preferential Hiring Pact

Union carpenters are given the right to first call on construction jobs under a national agreement signed recently in the United States by the United Brotherhood of Carpenters (AFL-CIO) and the National Contractors Association. The agreement will apply even in states which have "right to work" laws that forbid any form of compulsory union membership.

The contractors (the Association represents 20 leading ones) agreed to recognize the "jurisdictional claims" of the union and to "abide by all lawful rules and regulations" applicable to union members employed by the contractor.

Local Conditions Prevail

"No change is to be made in the hours and wages in any locality, and no conditions imposed other than are enforced on all local firms," the agreement reads.

The union agreed "to furnish competent journeymen as requested and, further, that no stoppage of work or any strike of its members, either collectively or individually, shall be entered into pending any dispute being investigated and all peaceful means taken to bring about a settlement."

Maurice A. Hutcheson, President of the union, in announcing the signing of the one-year contract, said that it would provide assurance against strikes or lockouts in atomic energy plants, electric utilities, chemical plants and other industrial concerns.

Longshoremen Terminate Alliance with Teamsters

The International Longshoremen's Association withdrew last month from its "working alliance" with three major segments of the International Brotherhood of Teamsters (AFL-CIO) (L.G., Nov. 1955, p. 1282).

The withdrawal announcement was made by William V. Bradley, President of the ILA. He released the text of a withdrawal letter that had been sent to Dave Beck, President of the Teamsters.

Mr. Beck had been scheduled to appear four days after the announcement at a meeting of the AFL-CIO executive board to explain the so-called "working alliance". Until the dissolution of the alliance, the meeting had planned to discuss possible suspension of the Teamsters on the ground that the alliance was a violation of the AFL-CIO constitution.

A proposed loan of more than \$400,000 to the ILA fell through when AFL-CIO President George Meany indicated that the Teamsters would be courting expulsion if the funds were transferred.

The working arrangements of the "alliance" called for mutual strike aid and combined organizational efforts.

Toronto Teamster Local Clashes with U.S. Chiefs

In protest against what he termed the "underhanded domination" of his union's affairs in Canada by leaders in the United States, William Mills last month resigned the presidency of Toronto Local 938 of the International Brotherhood of Teamsters. The resignation was rejected by the 4,200-member local.

After this vote of confidence, Mr. Mills requested Teamster President Dave Beck to investigate the "conduct and administration of Joint Council 52" and criticized the "conduct and actions of" I. M. Dodds, Teamster representative in Ontario. He requested Mr. Dodds' removal "from the scene of Canadian labour".

The incident was the latest in a series of clashes between Mr. Mills and Teamster officials in Detroit.

Assistant Legal Adviser Of UIC Died Last Month

Ian G. Ross, Assistant Legal Adviser of the Unemployment Insurance Commission for the past four years, died suddenly in Ottawa on April 6 at the age of 47.

He practised law in Nova Scotia until early in 1942, when he joined the RCAF as an administrative officer. Entering the Civil Service in 1946 on his discharge from the RCAF, he was employed as senior departmental counsel in the succession duties branch of the Department of National Revenue's legal division until he joined the UIC in 1952.

Mr. Ross's last important assignment was in connection with the new Unemployment Insurance Act regulations drafted last fall.

1955 Farm Income Down In Both Canada, U.S.

The income of Canadian farmers for 1955 from the sale of products and participation payments last year on 1954 grain crops amounted to an estimated \$2,352,600,000, 1.8 per cent below 1954's \$2,395,300,000 and 17.4 per cent under the all-time high of \$2,849,300,000 in 1952.

In addition to cash income from sale of farm products, supplementary payments through Prairie Farm Assistance Act to farmers in Western Canada amounted to \$33,300,000 in 1955, compared with \$2,400,000 in 1954 and \$1,600,000 in 1953.

In the United States, farm income fell nearly \$1 billion in 1955. Total income was around \$19 billions, about \$860 per farm, compared with \$913 in 1954.

1955 Corporation Profits Up 35% After Taxes

In the last quarter of 1955, Canadian corporation profits before taxes were estimated at \$786,000,000, an increase of \$225,000,000, or 40 per cent, above the 1954 fourth-quarter estimate, the Dominion Bureau of Statistics reported last month.

Cumulative profits before taxes for 1955 were \$3,022,000,000, an estimated \$632,000,000 (26 per cent) above the preceding year's figure.

Income tax liabilities estimated for the final quarter of 1955 were \$342,000,000, an increase of \$72,000,000 over the 1954 figure for the same period. Estimated tax liabilities for all of 1955 were \$1,366,000,000, an increase of \$206,000,000, or 18 per cent, over the 1954 figure.

Income taxes for 1955 were estimated at 45 per cent of profits.

Corporation profits after taxes in the final quarter of 1955 were up an estimated \$153,000,000, or 53 per cent, to \$444,000,000. Cumulative profits after taxes for the entire year were estimated at \$1,656,000,000, up to \$426,000,000 (35 per cent) from the preceding year's \$1,230,000.

Studies Relation between SUB, Jobless Insurance

The relation between supplementary unemployment benefits paid by an employer and benefits paid under the revised Unemployment Insurance Act and the consequences and mutual effects of the two sets of payments are discussed in an article, "Guaranteed Wages, Company Unemployment Benefits and the New Unemployment Insurance Act", in the March issue of the Laval University quarterly, *Relations Industrielles*. The writer of the article is C. F. Owen, Instructor and Lecturer in Economics at the University of Toronto.

Referring to the amended Unemployment Insurance Act, the author contends that "if the primary requisite of the Act, that an individual actively seeks new employment, is satisfied, then it will be possible to obtain unemployment insurance and company supplemental unemployment benefits simultaneously".

In connection with the provision of the Act which allows an employee receiving unemployment benefit to earn certain limited amounts without being disqualified from receiving benefit, Mr. Owen goes on to say: "However, it is maintained here that the provision for permitting limited earnings will *not* apply to payments received from company supplemental unemployment benefit schemes." The writer is of the opinion that for several reasons supplementary unemployment benefits will not be considered as earnings for this purpose, and that consequently an unemployed person receiving SUB will not be debarred from also receiving unemployment insurance benefit.

The article then goes on to explain the complications which would arise if a company were to guarantee wages during lay-off, and the great variations in cost to the employer between individual employees. The amount the employer would have to pay to make up a given wage would depend on the amount of unemployment insurance benefit that each employee was eligible for. Consequently the writer concludes that "it would be extremely difficult if not completely impossible to make a specific calculation of the cost of the guaranteed wage plan".

In contrast with this, the limited and definite cost to the employer of the Ford and General Motors plans is emphasized, in which the total cost can be determined by accounting methods similar to those for calculation of the general wage bill.

The writer believes that "the present plans are unlikely to have resolved the

issue of the guaranteed wage itself, for the simple reason that they are not guaranteed wage schemes. Accordingly, it is highly probable that we have only just completed the first phase of a controversy that may last over a number of years.

"It may well be that the actual guarantee of wages or benefits on the one hand, and the limited financial liability of the company on the other, represent two irreconcilable issues," he added.

However, he concludes, "there is no doubt that business management can play an especially important role in action against the business cycle and seasonal variations in unemployment. To the extent that the system of company supplemental unemployment benefit plans indicate or stimulate management consciousness to the merits of *general* action by companies to alleviate unemployment, economic and social advantages may emerge which would be of much more consequence than the immediate matter of providing an addition to unemployment insurance."

Legal Obstacles to SUB Gradually Being Overcome

Possible legal obstacles to the putting into effect of supplementary unemployment benefit (SUB) plans already agreed on between management and labour in the United States are being gradually cleared away. Virginia, however, has recently amended a law in order to expressly forbid the simultaneous payment of SUB and state unemployment compensation to unemployed persons. Georgia, on the other hand, has passed an amendment to the opposite effect.

During the past six months rulings given by authorities in a number of states have decided that existing laws place no barrier against the combining of private SUB with state benefits for the unemployed. Rulings to this effect have been made in California, Connecticut, Delaware, Florida, Massachusetts, Michigan, New Jersey, New York, Pennsylvania, and Washington.

These rulings are of special importance in connection with SUB plans of the Ford type, which do not become effective until states in which two-thirds of the employer's workers are employed approve the dovetailing of SUB with state compensations. The Ford plan also becomes void unless this approval has been given by June 1, 1957.

All the SUB plans are conditional upon Internal Revenue Service rulings that an employer's contribution to such funds are

deductible as business expenses for income tax purposes. Recent rulings appear to have left the way clear in this matter.

The Wage-Hour Administrator has settled another question by deciding that an employer's contributions are not to be considered as part of an employee's regular pay in computing overtime pay.

A new development has been the proposal to place legal limits on future increases in private unemployment pay. Recently the Michigan legislature has been considering a bill which would put a limit of \$25 a week on SUB payments. This measure has been twice thrown out by the House, but has been approved by the Senate. In New York a similar bill was introduced but not acted upon.

It looks now as though the auto companies' plans will take effect on June 1, as agreed. This, however, is not certain.

As to the future spread of SUB plans, the United Steelworkers appear to have determined to make SUB a main issue when they begin bargaining with the steel companies next month. Settlements announced so far in the aircraft manufacturing industry, however, say nothing about layoff pay, although the UAW tried to get such plans at Douglas and North American Aviation plants.

Vocational Training On Increase in N.B.

New Brunswick has 25 more schools offering vocational training than it had five years ago, J. W. McNutt, the province's Director of Vocational Training, reported last month in an address to the annual meeting of the New Brunswick Vocational Institute. He said 55 schools with such training were now operated in the province.

The vocational high school enrolment in New Brunswick last year, Mr. McNutt pointed out, was 34 per cent of the total provincial high school population. In addition, he said, 11,954 pupils in grades seven, eight and nine had taken vocational exploratory courses last year.

Mr. McNutt said there was a definite need for additional trained vocational teachers in provincial schools.

University Enrolment

Full-time university-grade enrolment at Canadian institutions of higher learning increased 6.2 per cent between December 1, 1954, and December 1, 1955, the Dominion Bureau of Statistics has reported. Enrolment last December 1 was estimated at 71,600, compared with an estimated 67,500 at December 1, 1954.

NES Manager in Cornwall Second in IAPES Contest

J. Rene Laframboise, Manager of the Cornwall, Ont., office of the National Employment Service, was runner-up for the 1956 Award of Merit of the International Association of Personnel in Employment Security.

The Award went to Mariclare Crenshaw of Gallatin, Tenn.

In 1953, the Hon. Milton F. Gregg, Minister of Labour, won the Association's Certificate of Merit (L.G. 1953, pp. 990-991).

Basis of Nomination

The nomination of Mr. Laframboise, by the Ontario chapter of the IAPES, was based on his organization of labour requirements for the St. Lawrence Seaway project.

Manager of the NES office since 1941, Mr. Laframboise had previously served for many years in banking and the textile industry. He has been a member of IAPES since 1942, and has served two years as chapter district representative.

A native of Quebec, he is thoroughly bilingual. While with Canadian Cottons, Ltd., he held office as secretary, then president, of the union local there.

Mr. Laframboise's work has not been confined to planning and organization of employment placement and job insurance services in the Cornwall area.

He has spearheaded civic, government and welfare agency planning which, with the approval of the Ontario Hydro-Electric Power Commission and all interested community groups, established the "Central Employment Bureau" with headquarters in Cornwall.

Labour turnover at the project thus far on approximately 20 contracts worth some \$80 millions started by Seaway contractors has been about 6 per cent.

Maintenance of a central record file on all Seaway workers in the Cornwall office provides worker recall procedure that affords ready compliance with the seniority clause of the collective labour agreement.

Smooth-working Routine

A reservoir of available, qualified applicants is on file and estimates of advance labour needs on the project are currently with the NES office. Labour clearance, nation-wide when required, is a smooth-working routine.

Community housing facilities are catalogued and listings maintained. This, and other well-organized civic and welfare services at the community level, has forestalled problems that arise in "boom" situations.

Many Sources Report Shortage of Engineers

Complaints of the shortage of engineers and scientists, and warnings that a continuance of the deficiency will handicap Canada's economic and scientific development, are being heard in many quarters.

In the United States it is the same story. In fact it is a grievance with Canadian employers that American firms are able to draw trained men away from their jobs in Canada with offers of higher pay than Canadian employers can afford.

Dr. O. M. Solandt, on his retirement as Chairman of the Defence Research Board, told a press conference that the shortage of engineers and scientists will be the dominant factor and a critical problem in Canadian scientific and economic development.

Dr. Solandt said that defence research and development are more important than the quantity of armed forces.

As measures to overcome the shortage he suggested: foundation of several new universities, increased financial aid for education at all stages, recognition and treatment of the shortage as a main problem for the whole country, and the extensive provision of scholarships.

Four leading electronics companies told the Royal Commission on Canada's Economic Prospects that their most pressing need is for highly trained engineers and research men. Submissions from RCA Victor Co. Ltd., Northern Electric Co. Ltd., Canadian Aviation Electronics Ltd., and Canadian Marconi Co. proposed tax concessions to help research and to facilitate measures designed to encourage Canadian research workers to remain in Canada.

A spokesman for Canada's textile industry has reported an unprecedented need in the industry for scientists and technicians. J. A. Dixon, President of the Textile Technical Federation of Canada, said in Guelph last month that post-war developments of new fibres had created the shortage. He urged the industry to support schools and groups seeking to maintain a supply of technicians.

The Canadian universities say that there are not nearly enough graduates to satisfy the demands of government and industry. "When the department was set up a few years ago," says John McLean, Director of the University of British Columbia's Personnel Department, "we were concerned with finding jobs for students. Now we're trying to find students for jobs."

This year UBC will have 162 graduates in engineering; 500 jobs have been offered

to them. There is also a big demand for graduates in commerce, forestry, chemistry, geology, and physics.

The low birth rate of the '30s coupled with the post-war economic boom is responsible for the shortage, which will probably continue for another three or four years, although more university students will be graduating every year, Mr. McLean said.

An Ontario report from National Employment Service says "the invasion of universities by employers seeking 1956 graduates for their permanent staffs and undergraduates for summer employment has been the greatest yet recorded. . . . The strongest demand has been for persons graduating in engineering, commerce, geology, mathematics, physics and chemistry."

At the University of Toronto this year, 332 companies have been seeking 4,300 new employees. Last year 3,000 vacancies were filled by 309 companies.

Dr. Sydney Smith, President of the University, has warned industry that if it continues to draw off top-notch university professors by offering high salaries it may kill the goose that lays the golden eggs. He said that his institution, and others also, are having serious difficulty in getting enough high calibre instructors to train the increasing number of students required in Canada's economic expansion.

The National Conference of Canadian Universities, representing generally the views of Canadian universities and colleges, estimates that student enrolment may triple by 1972 to about 216,000. But to absorb the students, universities will have to expand their facilities and increase their teaching staffs.

G. Lorne Wiggs of Montreal, retiring President of the Corporation of Professional Engineers of Quebec, told members of the Corporation at their annual meeting that the increasing shortage of engineers in Quebec and other parts of Canada is so disastrous that it may have an adverse effect on the country's development.

Referring to the military aspect of the situation Mr. Wiggs said: "The deadly race between the Western Allies and the Communists to produce engineers and scientists may well determine the future of Canada."

Speaking on the same subject, the Hon. George Prudham, Minister of Mines and Technical Surveys, recently told the Prospectors and Developers Association, at its convention in Toronto, that compared with the 200 young men and women who graduated from Canada's 16 principal universities last year with degrees in mining and geology, the Russian output was about 60,000.

"Our youth must be trained in the techniques that will keep our free economic system to the forefront," he said.

Dr. Gordon M. Shrum, dean of graduate studies at the University of British Columbia, a short time ago was quoted as saying that women can help to meet the critical need for scientific and technical people in Canada and in the rest of the free world. In Russia, he pointed out, women carry out half the country's scientific research.

Sometimes it is asked whether there are enough people of the needed ability to produce a large increase in the number of engineers and scientists. Answering this question as it applied to the United States, Prof. Sumner H. Slichter of Harvard University in a recent address said that his reply was an emphatic "Yes".

Basing his statement on the results of the U.S. Army General Classification Test, Prof. Slichter said that the number of college entrants among males could be increased by 52 per cent without taking anyone with an intelligence score not at least equal to that of the average college graduate of the present time.

In other words, he said, college entrances could be increased by more than 50 per cent without taking in a single male who would lower the average level of intelligence of the student body. He added that among males of superior intelligence, 43 per cent never enter college.

Suggests Education Fund For Mining Professions

Establishment of a fund—supported by mining companies—to educate more Canadians for professions connected with mining was recommended to delegates attending the annual convention of the Canadian Institute of Mining and Metallurgy in Quebec last month.

The suggestion was made by H. J. Fraser, Vice-president and General Manager of Falconbridge Nickel. He asserted that an urgent situation has been created by lack of Canadian mining engineers, geologists and metallurgists, and that immediate measures must be taken to meet the need.

Under the suggested plan, all mining companies would contribute to the fund for educational grants. The same organization would obtain from directors of schools information on likely students, and bursaries or scholarships would be issued to them.

The convention was told that university graduates now entering the mining field are

sufficient only to replace those who die or retire. It was estimated that 300 will go into mining in 1956; at least 600 to 900 will be required to meet all demands.

SUB Plans Challenged In Connecticut Court

A "friendly" suit that challenges the legality of supplementary unemployment benefit plans was filed last month in Connecticut Superior Court by the Connecticut Manufacturers' Association.

The state's Attorney General has ruled that SUB payments do not bar recipients from receiving benefits from the state's unemployment compensation fund.

Basis for the Association's suit, it was explained by Norris W. Ford, Executive Vice-President, is the Association's belief that "it was never the intention of our General Assembly to provide for payment of state benefits to unemployed persons who were simultaneously drawing similar benefits from another source".

2½ Million More at Work In U.S. Than Year Earlier

Total United States civilian employment in March was 2½ million higher than March of last year. It reached 63.1 million, half a million above the February level.

Unemployment for March, at 2.8 million, remained close to the level of the two previous months. This year, some layoffs of factory workers partially offset rehiring in construction and other expanding seasonal lines. State insured unemployment totalled 1.5 million.

Seasonal employment gains were reported in construction, transportation, services, and government.

Despite the slight change in March, total unemployment was down by 350,000 and state insured unemployment by 250,000 from the level of March 1955. The proportion of all civilian workers out of jobs dropped to 4.3 per cent from 5.0 per cent a year ago, and was as low as in any March since World War II except for the period of the Korean conflict.

A February-to-March decline in the work-week, together with the cutbacks in hours in previous months, brought hours of work below the March 1955 level in most manufacturing industries.

A rise of one cent in average hourly earnings occurred in most manufacturing industries. In some industries, the increases were due to negotiated or scheduled wage rate increases.

IAM President Outlines Basis of Good Relations

"Successful labour-management relations must rest upon mutual respect, a faith in collective bargaining, and an appreciation of the interest of the larger community in the affairs of the company and the union," declared A. J. Hayes, President of the International Association of Machinists, in an address to the Minnesota Society of Industrial Engineers.

Mr. Hayes deplored as an obstacle to good labour-management relations the habit of the press and public to think of labour matters "in terms of strategy, targets, and so on". This habit, he said, "furtheres suspicions and fosters the idea of 'labour' and 'management' as tremendous and powerful monolithic structures, and complicates the job of real collective bargaining."

The first thing labour and management should do, the IAM President suggested, "is to disabuse their minds of such nonsense and sit around the bargaining table as a group of human beings, each with a stake in the progress and prosperity of the firm, considering each other's problems and petitions calmly and objectively".

Faults on Each Side

Mr. Hayes then listed particular faults on each side. "On labour's side there are two major factors about which something should be done. One of these is union politics. This is one of the necessary results of democracy, and within limits, politics is a healthy activity. But its operation sometimes gets out of bounds and complicates the desirable ends of democracy. Incumbent officers may forget their basic responsibilities to the union and to management in an effort to maintain themselves in office. And aspirants for office may engage in irresponsible actions and make wild charges and promises in their efforts to replace the incumbents.

"Another complicating factor on the union side of the table," he said, "is the tendency on the part of union leaders and groups of union members to make a display of power under certain circumstances. I suppose this is just human, but it can be very dangerous and destructive of sound labour-management relations."

Management Prejudice

Turning to the faults on the other side of the table, he said, "one of the greatest obstacles in the way of sound labour-management relations is a prejudice against the basic idea of the labour movement—hostility against the very idea that workers should have any say in determining their wages, hours and conditions."

Although this idea was not openly held by management, he said that "there is strong evidence to the effect that too many of them secretly or within their own circles do believe in it".

Referring to such legislation as "right-to-work" laws, Mr. Hayes said: "I believe that labour-management relations have been suffering recently because of a growing tendency on the part of a certain segment of management to use political means to achieve economic ends."

Another Obstacle

Another obstacle to sound labour-management relations, he said, was "the spreading tendency on the part of management in many of our larger corporations to restrict their participation in collective bargaining to a flat offer, which is either made to the employees individually by ignoring the union negotiating committee, or which is the same as the 'sign or else' position of some unions in the past. Surely," he said, "this is not bargaining in good faith."

Another management practice that is adverse to good industrial relations, said Mr. Hayes, "is the effort to control the union. Any attempt to convert a union from an effective organization of employees to a controlled tool of the industrial relations department is bound to fail," he contended. "A union cannot be half free and half captive. In my opinion we have been paying too much attention to the techniques of labour-management relations, and not enough to its primary purpose. To some union politicians, and to far too many professional industrial relations people within industry, collective bargaining has become primarily a tool for personal advancement."

Fundamental Concepts

There is a "desperate" need for a return to the fundamental concepts of sound labour-management relations, he declared. Three things are needed: "a sincere belief on the part of labour in the right of management to operate its establishment efficiently and economically and to return a reasonable profit to the investors; an equally sincere belief on the part of management in the right of employees to organize and bargain collectively and to use their unions in every lawful manner to achieve what they consider their just due as employees and as free human beings; a joint appreciation by both management and labour of their responsibilities to each other and to the country as a whole."

MP, Labour Leader Voice Views on Automation

Two papers on automation, one by a government official and the other by a union spokesman, were recently presented to the Society for Advancement of Management. The speakers at the Montreal meeting were John H. Dickey, Parliamentary Assistant to the Minister of Defence Production, and Murray Cotterill, Public Relations Director for the United Steelworkers.

A large part of the benefits of automation fall directly to labour, said Mr. Dickey. Other results that would ease labour's worries about automation, if management and government would point them out, were listed by Mr. Dickey.

"If automation increases productivity," he pointed out, "then these increases will be reflected in higher real wages. If automation reduces cost, presumably either lower prices will result or prices of articles affected may not rise as much as they would under ordinary circumstances.

"New employment opportunities are created partly as the direct result of automation in other sectors of the economy; and partly in the economy as a whole as a result of sensible policies directed towards general expansion of the country.

"Facilities are available to increase the mobility of the labour force, ranging from retraining schemes to assisted transportation.

"The comprehensive social security program tides labour over problems of adjustment, as well as contributing to the expansion of domestic demand."

Management, Mr. Dickey said, would "require a greater understanding of social and economic matters in addition to an appreciation of the technical questions involved"

Collective bargaining could be used to meet each problem that arose on the road to automation, Mr. Cotterill said, "to pull us back on course when we veer from a safe balance; to make certain we drive at a safe speed".

Mr. Cotterill said management's job was to introduce new and more efficient processes while union's job was to make certain people didn't get laid off unnecessarily. The compromises worked out, he said, wouldn't satisfy either side, but they would help people.

The duties of management and unions, as he saw it, were outlined by Mr. Cotterill:—

"It's management's duty to try for a good, high profit; the union's to snatch as

much of it back as possible in the form of extra buying power.

"It's management's job to introduce labour-saving machinery that will produce at lower cost; the union's to snatch that saving away by insisting upon shorter hours and more paid vacations.

"It's management's job to command top performance from employees by penalties and by rewards; the union's to see to it that penalties and rewards are justified and adequate."

The last thing either management or labour should do, Mr. Cotterill said, was to try to do the job of both sides.

As production per man hour goes up, he said, unions would continue to fight for shorter hours, more holidays and with longer paid vacations. Unions would, he said, "press for the guaranteed annual wage, more accurately called supplementary unemployment benefits, to avoid unnecessary layoffs".

5-Year Pact Increases Last 2 Years' Pay Hikes

A five-year contract has been signed by Canadian General Electric, covering 5,200 employees, members of the United Electrical, Radio and Machine Workers of America, providing for an average increase of more than 38 cents an hour for each employee over the five-year term of the agreement.

Employees will get a 3-per-cent wage increase in each of the next three years, and a 3.5-per-cent raise in each of the last two years. An escape clause in the contract allows either side to terminate it at the end of 1958, but this may not occur, due to the higher percentage of salary increase in the last two years.

Civil Service Accident Claims

In the 1955-56 fiscal year, 16,062 accident claims were reported to the Government Employees' Compensation Branch, an increase of 372 over 1954-55. It was the smallest annual increase recorded in a number of years, 2.37 per cent compared with 4.8 per cent for the previous year. The total for the year, however, was the highest on record.

N.Y. Sickness Disability Program

The State of New York has increased its maximum weekly benefits under its sickness disability program from \$33 to \$40, raised from 13 weeks to 20 the maximum duration of such benefits, and eliminated the one-week waiting period for unemployment insurance where job loss is caused by a natural disaster.

Stresses Need to Expand Employment for Oldsters

The fact that by 1965 almost one-third of the total United States labour force will be 45 to 64 years of age underscores the necessity for promoting employment opportunities for mature workers, said Ewan Clague, Commissioner of Labor Statistics, U.S. Department of Labor, speaking to the Older Worker Section of the American Personnel and Guidance Association late last month.

Many Canadians attended the meetings. The chairman of the Older Worker Section was Dr. W. G. Scott, of the Ontario Regional Office of the Unemployment Insurance Commission, Toronto.

Expected Increase

In line with the relatively small increase in population in the 24-44 age group in the next 10 years, due largely to the low birth rate of the depression years, only a small increase in the number of workers in this age group—one-half million—is expected by 1965. By contrast, the number of workers in the 45-64 group is expected to increase by 3½ million during the next decade in the United States.

At the same time, the number of workers in the labour force 65 and over is expected to increase by about 400,000 during the next 10 years, just about equalling the increase for the 25-44 group.

At the other end of the scale, the number of children under 10 years of age has been increasing percentage-wise in proportion to the total population. In 1940, 16 per cent of the population in the United States was under 10 years of age. Ten years from now this figure is expected to be about 20 per cent of the population.

The increase in the proportion of young people and older people in the population while the middle group, 24-45, remains relatively static points up the importance of the U.S. Labor Department program designed to bring about the best utilization of older workers, Mr. Clague said. He pointed out that in the last 55 years in the United States the number of persons more than 65 years of age had more than quadrupled. Much of this increase had been due to people living longer, as average life expectancy for men had increased from 48 years in 1900 to 65 years in 1950.

The increase in life expectancy combined with changes in the pattern of working life had resulted in a lengthening of working life expectancy for a 20-year-old man from 32 to 42 years since 1900, but had not kept pace with the increase in total life expectancy.

Mr. Clague said that under mortality and work patterns in the year 1900, a 20-year-old man could expect to live 42 years and to work 39 years, living 3 years in retirement. By 1950, a 20-year-old man could expect to live 49 years and to work 43 years, living 6 years in retirement. By the year 2000, a 20-year-old man might expect to live 54 years, to work 45 years, and to have 9 years in retirement.

Longer Life Expectancy

Mr. Clague pointed out that the doubling between 1900 and 1950 of the number of years that man could expect to spend in retirement had resulted from an increase in life expectancy of seven years (for a 20-year-old man) accompanied by an increase of only four years in work-life expectancy. In other words, the increase in working life had not kept pace with the increase in total life expectancy.

This shorter period of retirement in 1900 had resulted from two factors: (1) Only a small proportion of the population survived to the age which is now considered conventional for retirement; (2) A large proportion of the men were farmers who tend to keep on working as long as they are able. Now more workers survived to older ages and farmers made up a smaller proportion of male workers. Moreover, there were now age restrictions in hiring practices, compulsory retirement ages in private pension plans and widespread availability of social security for older persons.

Mr. Clague reported that the U.S. Department of Labor was developing a program designed "to break down age restrictions in hiring and to help middle age and older workers to make fuller use of their skills, knowledge and abilities".

Office Worker Salaries Rising Faster Again

Although for a number of years factory wages and working conditions improved faster than those in offices, this state of affairs seems to be coming to an end, according to an article, "Compensation of Office Workers in 1955", by John Hockman, Systems and Procedure Officer, Steinberg's Ltd., Montreal, published in *"Office Equipment News"* for March 1956.

The National Office Management Association, the article says, has compared weekly average salaries in seven clerical jobs in 17 cities in the United States and Canada, arbitrarily selected. It found a continuous increase for the last ten years, totalling nearly 60 per cent. The rate of increase was steady except for a slight slowing down in 1954.

Since current Dominion Bureau of Statistics figures do not cover office employees separately, the Bureau's tables of average weekly wages and salaries in the finance, insurance and real estate industries were used in the article as a guide in constructing a chart. These figures cover only salaried employees, most of whom in these industries are office workers.

This chart shows a fairly steady increase for 1954 and 1955, amounting to more than 6 per cent for 11 months of 1955, December figures not being available. This increase, the writer remarked, compares with an increase of 5 per cent for all industries from January to October 1955, bearing out the belief that if the factory was catching up with the office at one time, the office has not lagged behind during the past year.

Not Lagging Behind

A once frequently heard comment that seems to have lost its validity in the light of recent experience, the article points out, was that while the unions could exert pressure to keep wages in line with an increasing cost of living, salaries tended to lag behind. The experience of the past year, during which the consumer price index rose a bare half-point, as against a much greater increase in office pay, lends no support to this view, the writer says.

Another chart shows median rates for certain jobs in 12 principal Canadian cities, and is based on information given by the Department of Labour, the DBS, the National Office Management Association and the Montreal Board of Trade.

The chart shows marked increases in 1955, compared with 1954, for 12 jobs, while five remained the same. Only four showed decreases; these, the writer pointed out, were occupations in which a jobholder may be promoted to the next grade, reducing the general level of salaries in both grades.

Salaries for executive office workers were an exception to the general trend for office workers, the article remarked. A study by the American Management Association in the United States and Canada shows that their compensation (including salary, bonus and company contributions to retirement plans) increased on an average by only 1.8 per cent between December 31, 1954, and December 31, 1955.

Numbers of Clerical Workers

Another chart (based on DBS figures) shows numbers of clerical workers as a percentage of the total labour force in Canada for certain years, as follows: 1921, 6.9 per cent; 1931, 6.6 per cent; 1941, 7.3 per cent; 1951, 10.4 per cent. Female office

workers accounted for nearly all of the increase between 1921 and 1951, being only 2.8 per cent of total labour force in 1921 as against 6.0 per cent in 1951, while males increased only from 4.1 per cent in 1921 to 4.4 per cent in 1951. In 1931 and 1941 males showed an actual decrease, being only 3.7 and 3.9 per cent for the two years respectively.

Railway Expenses Rise Faster Than Revenue

Operating revenues of Canadian railways in December 1955 were \$98,819,441, an increase of 4.1 per cent over the \$94,940,390 earned in December 1954, the Dominion Bureau of Statistics reported last month. At the same time, operating expenses increased 5.3 per cent from \$86,944,422 in December 1954 to \$91,563,383 in the same month of 1955.

Since expenses increased faster than revenues, net operating revenues declined 9.3 per cent to \$7,256,058 from \$7,995,968, and operating income dropped 12.5 per cent to \$3,748,092 from \$4,283,375.

Employees on the railways' payrolls numbered 182,835 in 1955, compared with 179,497 in 1954, while their earnings increased from \$52,264,605 to \$55,486,819.

Labour Income Drops

Labour income in Canada dropped \$45 million in January to an estimated \$1,080,000,000 from \$1,125,000,000 in the preceding month. The total, however, was \$89,000,000 (9 per cent) above January 1955.

CPR Names Manager Of Labour Relations

S. M. Gossage, who has been assistant manager of the Canadian Pacific Railway Company's personnel department for the past 10 years, was appointed last month to be Manager of Labour Relations.

Mr. Gossage has participated in major wage negotiations with various unions of railway employees. In 1954 and 1955 he was an employer adviser at the International Labour Conference.

Another man prominent in management circles, John Clark Reilly, first General Manager of the Canadian Construction Association, died April 7 in Victoria. Mr. Reilly had assisted in the founding of the CCA and served with it for 28 years until his retirement in 1946.

Prominent Labour Men Resign Union Positions

Since the beginning of the year, a Vice-president of the Trades and Labour Congress and the President of a provincial labour federation have resigned to take positions outside the labour movement, and a Canadian Director of an international union and a former President of a local labour council have died.

During April, three appointments of interest to labour were announced.

Last January, Sid Oram resigned the presidency of the Nova Scotia Federation of Labour (CCL) to become town clerk of Sydney Mines, N.S. He also resigned from the province's Labour Relations Board, on which he was a labour representative.

In March, R. K. Gervin announced his resignation from all his trade union offices to take an industrial relations post with the Vancouver Building and Construction Industries Exchange and the General Contractors' Association. Mr. Gervin was at the time a Vice-president of the TLC, Secretary-Treasurer of the British Columbia Trades Union Congress, and Secretary of the Vancouver, New Westminster and District Trades and Labour Council. He had been for 30 years a member of Vancouver Local 101 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America.

On February 17, the Canadian Director and a Vice-president of the Retail, Wholesale and Department Store Union (CIO-CCL), Thomas B. MacLachlan, died in Toronto at the age of 55. He had served for several years as Vice-president of the Toronto and Lakeshore Labour Council and since 1949 was a member of the executive council of the CCL.

On May 1, in Ottawa, Charles P. Doughty, President from 1914 to 1918 of the Ontario Conference of Typographical Unions and a former President of the Guelph Trades and Labour Council, died at the age of 74.

The three appointments of interest to labour were:—

Romeo Corbeil was named representative in Montreal of the Office Employees' International Union (AFL-TLC). He was formerly representative in Eastern Canada of the International Chemical Workers' Union.

Henry Harm, CCL representative in the Maritimes, was appointed Director of Organization and Education for the Atlantic Provinces.

Ronald Smith, a Vice-president of the Newfoundland Federation of Labour (TLC), has been appointed a member of the Newfoundland Labour Relations Board.

India Aims at Creation Of New Employment

An increase in the national income of 5 per cent a year and the creation of new employment for 11,000,000 people during the five-year period are given as the two chief aims of India's second five-year plan, which began on April 1 of this year, in a booklet entitled *Second Five Year Plan*, published by the Ministry of Information and Broadcasting of the Government of India.

The population of India, the booklet says, is increasing at the rate of 4,500,000 a year, which means an annual addition to the labour force of 1,800,000 persons. Besides this there are already a large number of unemployed and underemployed persons. It is the aim of the plan to provide for this increase in population and to reduce as much as possible the existing unemployment.

As a means to this end, and as a means also of raising the very low standard of living which prevails at present, a large program of industrial and agricultural expansion is planned. This program will require an investment in the public sector of the economy about double the amount planned in the first five-year plan, while in the private sector the investment required will be about 40 per cent higher than in the first plan.

In order to raise the Rs. 5,600 crore which the plan will require during the five-year period—of which Rs. 4,950 crore are expected to come from domestic sources and the remaining Rs. 650 crore from foreign sources—it is estimated that the rate of domestic savings will have to be raised from 6 per cent of the national income in 1955-56 to 10 per cent in 1960-61.

The question of whether this increase in the rate of domestic saving can be attained without serious inflation appears to be the crux of the whole plan. The planners believe that it can be done, although they evidently contemplate the likelihood that some inflationary pressure will develop.

A Note of Dissent is added at the end of the book, however, in which Prof. B. R. Shenoy, a member of the panel of economists who prepared "a Memorandum on the Basic Considerations Relating to the Plan Frame", expresses his belief that the amount of investment called for is beyond the financial resources of the country. He warns of the economic, social and political dangers of overstraining those resources.

The annual industrial relations conferences of both McGill and Laval universities were held April 16 and 17. Theme of the McGill conference was "Security in an Industrial Economy"; of the Laval conference, "Employment Stability". Reports of both meetings will appear in the June issue.

Labour Briefs to Provincial Governments

Ontario Provincial Federation of Labour (TLC)

A request that the Ontario Labour Relations Act be amended to exclude workers in the building and construction trades from its provisions, and for other changes in the Act, was made in a brief presented to the Ontario Government on March 13 by the Ontario Provincial Federation of Labour (TLC).

Other matters on which the Federation made suggestions included: health insurance, unemployment, education, housing, old age pensions, Trans-Canada pipeline, Trans-Canada Highway; as well as changes in a number of provincial laws.

Labour Relations Act

The Federation argued that since employment in the building and construction industry is intermittent, and since workmen are constantly changing from one employer to another, the provisions of the Act regarding certification of a bargaining agent and regarding the conciliation of disputes were too slow in operation and were unsuited to the industry. On this account the Government was asked to amend the Act so that it would cease to apply to workers in this industry.

It was also requested that the Act be changed to obviate the need for a union to apply for re-certification in case of a merger or a change of name.

The Federation criticized the working of the conciliation machinery set up by the Act, and suggested that the present conciliation board machinery should be abolished and that the powers and authority of the board should be turned over to conciliation and mediation officers.

Alternatively, the brief suggested it should be made mandatory for a report to be rendered by a conciliation board within 14 days after its last hearing; that provision should be made for conciliation proceedings to be begun, at the request of either party, 90 days before the expiration date of the collective agreement; and that conciliation boards be required to consider the matter of retroactive pay after the expiration of the agreement.

The appointment of judges as chairmen of conciliation boards was objected to by the Federation, which suggested that the

Government try to obtain the services of persons who had had experience of labour-management questions from both sides.

Health Insurance

The Federation urged the Government "to use all due influence and to co-operate with the Dominion Government in the establishment of a comprehensive and workable national health plan, and take immediate steps, upon satisfactory proposals being made by the Dominion Government, to institute such a plan in the Province of Ontario."

Unemployment

The Federation regretted that "more than 5 per cent of our working force should be unemployed" at a time when the GNP "is at an all-time high and in this province (there are) 80,000 more persons gainfully employed than at this time last year". The Government was urged to "give leadership ... in seeking a solution in order that, as far as possible, employment may be spread throughout the year".

"Our objective in this regard is the six-hour day and 30-hour week," the labour body said in reference to the fear that "increased productivity, streamlining and mechanization in industry will ... result in chronic unemployment".

Housing

"Greater encouragement should be given, through lowered down payments and interest rates, for those in the lower income groups to purchase and own their own domicile," the brief said. The establishment of a fund to enable would-be purchasers to borrow up to \$3,000 at 2½ per cent interest was suggested. The need for more redevelopment projects, such as Regent Park in Toronto, was urged.

Other Recommendations

The Federation asked the Government to:—

Set up a Fair Wage Department, and to take measures to have a Fair Wage Clause inserted in all government contracts similar to those now included in federal Government contracts and in contracts let by Toronto and other cities.

Work to have the federal Old Age Security payments raised from the present \$40 a month to \$75 a month, and to have the qualifying age lowered to 65 years for men and 60 for women. A payment of \$20 a month to supplement the present pension should be made by the provincial Government, the brief said.

Amendments to Existing Legislation

The Hours of Work and Vacations With Pay Act, the Federation said, should be amended to provide for: working of overtime to be voluntary, and to be paid at time and a half after 40 hours a week; two weeks' vacation or 4 per cent of annual earnings for all workers coming under the Act; limiting of unrestricted hours in canning and like industries by payment of premium for overtime.

The minimum wage for women, the brief said, should be \$30 for a 40-hour week.

The Federation said that the Industrial Standards Act should be amended to provide for equal representation for labour

and management on advisory committees, and for the chairman of such committees to be given the same authority as an officer of the Board.

On the ground that training of apprentices should be the responsibility of the employer, the Federation opposed any system of pre-apprenticeship training that would be a charge on the taxpayers or that would shorten the apprenticeship period now required by the Apprenticeship Act.

Amendment of the Workmen's Compensation Act to provide for payment of 100 per cent of average earnings to an injured workman was requested. It was also recommended that safety educational programs under the control of the Board should be established, and that a Royal Commission should be appointed to study the prevalence, causes and prevention of industrial accidents in the province.

The Federation asked for the amendment of the Fire Department Act to limit the hours for firefighters to 40 a week, without loss of pay if a reduction in hours was involved.

Prince Edward Island Labour Council (CCL)

Amendment of the Trade Union Act of Prince Edward Island to provide that workers in urban industries shall have the right to belong to free trade unions of their choice, that discrimination against workers because of membership or non-membership in a union shall be prohibited, and that the limitation of 15 employees to one employer be removed, was the foremost request made by the Prince Edward Island Labour Council (CCL) in a brief presented March 14 to the provincial Legislature.

Another change in the Act suggested by the Council was that a minimum wage of \$35 a week for males and \$25 for females be established, with suitable premiums for skilled and semi-skilled workers.

The Council also asked that one week's paid vacation in the first year of service, and two weeks' thereafter, be made compulsory under the Act in all industries; and that maximum hours of work be set at eight per day and 44 per week, with time and a half for overtime.

Lastly, the brief requested that the Department of Labour be given the duty of enforcing the Act. The Council expressed satisfaction at the Government's proposal to set up a Department of Labour, and suggested that a Deputy Minister be appointed from the ranks of organized labour.

Education

It was an unfortunate fact, the brief said, that many schools in the province were at present served by teachers who had not had sufficient training. The Council suggested that the Government provide scholarships and interest-free loans to help those interested in training, and that there should be a substantial increase in government grants to teachers to give more incentive to young people to enter the profession.

Agriculture

The Council expressed concern at the continuing decline in farm income. A subsidy on all potatoes exported to the United States, sufficient to offset the duty charged, was urged on the Government.

Freight rates on feed grains shipped from the Prairies should be greatly reduced, the Council said. This, it was argued, would provide a market for western feed grains, and at the same time make it possible for local farmers to raise livestock profitably.

The Government was advised to stop the import of beef into the province except by the carcass or side as a means of protecting cattle-raisers of the province. Another suggestion was that interest-free loans should be made available to suitable applicants who wanted to farm.

Housing

The Government was asked to provide long-term loans at low interest for house building and improvement.

Workmen's Compensation

While noting "with a great deal of satisfaction...the enactment of a Compensation Act," the Council asked that the compensation be increased to 100 per cent of wages.

Other Recommendations

The Council commended the Government for the encouragement and assistance it had given to the processing of the products of the farm and the sea in plants in the province, and on the efforts it had

made to promote the building of a drydock in Charlottetown. But, the brief urged, the drydock facilities ought to be such that government and naval vessels, as well as privately owned ones, could be accommodated.

The Government was asked by the Council to make every effort to induce the federal Government to enlarge Charlottetown airport so that it could cater to modern air traffic.

The Council protested the education tax levied by the City of Charlottetown, claiming that this tax for the benefit of the city schools was unfair to those who worked in the city but lived outside it, and who had to provide for the upkeep of their own schools.

Proceedings of Parliament of Labour Interest

Industrial Relations

April 9

A bill to provide for annual holidays with pay for employees was introduced by Stanley Knowles (Winnipeg North Centre).

Asked to explain the bill, Mr. Knowles said:

The purpose of this bill is to provide by law that all employees in Canada who come under federal labour jurisdiction be granted at least two weeks' holidays with pay after one year's employment. This bill would thus write into federal law a provision already on the statute books of some of the provinces, the provision of at least two weeks' holidays after one year being the best of any such provisions.

April 20

Answering a question previously put by Stanley Knowles (Winnipeg North Centre) as to whether provision is being made for continuation of certification of unions under the Industrial Relations and Disputes Investigation Act, in view of the change of union name that may result from the merger of the two Labour Congresses, the Minister of Labour made the following statement:

If all that is involved is a change in name arising out of the merger, and no change in the union entity is involved, it is considered that this matter of a change of name can be dealt with without difficulty under the existing provisions of the Industrial Relations and Disputes Investigation Act by application of the interested union to the Labour Relations Board for an amendment of the order of certification.

There is, however, a further question which arises as to the status of local unions directly chartered by either of the two labour congresses which have been certified as bargaining agents under our Act.

It is planned, I understand, by the new congresses to have new charters issued by the new congress to these congress-chartered local unions. The question has been raised as to whether the procedure which the new congress proposes to follow will have the effect of extinguishing the entity of the original union and the establishment of a new union in place thereof, or whether the entity of the old union will be preserved under a new name. This is the point which is still getting consideration.

However, my officials advise me that this matter raises no problem of any consequence under our federal Act as there are only 15 of these congress-chartered unions which have been certified under the federal legislation. The view of my officials at this time is that this matter is not one which will require legislation, but I will report on this point later.

I should add that this situation raises a larger and more serious problem in the case of some of the provincial boards where many certifications have been issued to such unions.

Railways and Non-Operating Unions

April 13

Hon. Milton F. Gregg, Minister of Labour, announced receipt of the report of the conciliation board appointed last December 6 to deal with the dispute between the management and the non-operating unions of Canada's railways.*

*The full text of the report will appear in the June issue of the LABOUR GAZETTE.

April 18

In reply to a question by Stanley Knowles (Winnipeg North Centre), Mr. Gregg said no statement of opinion had been received from either of the railroads on the report; he had received one from the union's representatives.

Disabled Persons Legislation

April 13

Hon. Paul Martin, Minister of National Health and Welfare, in reply to a question put by H. W. Herridge (Kootenay West) as to who was responsible for drafting the regulations under the Disabled Persons Act, said the regulations were framed at a federal-provincial conference and represent the collective will and judgment of those provinces and the federal Government at that conference.

Small Loans Act

April 16

A bill to amend the Small Loans Act to provide that moneylenders will be compelled to state the cost of loans to the borrowers in their advertising was introduced by R. R. Knight (Saskatoon).

Blindness Allowances

April 17

J. C. Van Horne (Restigouche-Madawaska) asked what action, if any, has been taken by the Government to provide handicapped allowances without a means test for blind persons. The Minister of National Health and Welfare replied:

The Blind Persons Act provides for the payment of allowances, subject to a means test, to persons who have attained the age of 18 years. Since the Blind Persons Act came into force on January 1, 1952, the maximum amounts of income allowed have been increased from \$840 a year to \$960 a year in the case of an unmarried person and from \$1,320 a year to \$1,560 a year in the case of a married person. Where both spouses are blind the amount has been increased from \$1,440 a year to \$1,680 a year.

Unemployment Insurance

April 18

In reply to a request by Stanley Knowles (Winnipeg North Centre), the Minister of Labour furnished figures concerning workers who had lost unemployment insurance benefits through revision of the Act.

Asked by Mr. Knowles as to the position of those persons who, after re-examination of their cases, were not put on regular benefit, the Minister said their position is being studied.

Canada-USSR Trade Agreement

April 18

During the debate on the resolution approving ratification of the trade agreement between Canada and the USSR, Donald M. Fleming (Eglinton) expressed regret that the agreement contains no guarantee that Canada will not be asked to import goods manufactured by forced labour.

Housing

April 23

A resolution to amend the National Housing Act was introduced by the Minister of Public Works.

Among the amendments was one providing for payments of contributions to municipalities to assist in the clearance, replanning, rehabilitation and modernization of blighted areas up to \$25 million.

The amendment would also boost home improvement loans guaranteed by CMHC from \$2,500 to \$4,000 for single dwellings and from \$1,250 to \$1,500 for additional home units in the building. Over-all maximum of insured improvement loans would be boosted from \$125 million to \$200 million.

In the debate which followed, John B. Hamilton (P.C. York West) proposed a five-point program as follows: (1) Fix the mortgage interest rate at 5 per cent; (2) Make the down payment as low as possible, in keeping with a sense of ownership; (3) Widen the basis for calculating the income maximum required for loan eligibility; (4) An aggressive land policy; (5) Assist municipalities by making school-building grants in CMHC housing projects.

The bill received its first reading.

April 25

Bill read the second time and considered in committee.

Unemployment Assistance

April 25

Hon. W. E. Harris, for the Minister of National Health and Welfare, moved that the House go into committee at the next sitting to consider a resolution to introduce a measure to provide that contributions be paid out of the revenue fund in respect of unemployment assistance costs in the provinces. The motion was agreed to.

Automation—What It Means to You...

... was theme of conference sponsored by Canadian Institute on Public Affairs, attended by more than 400 delegates and participated in by Canadian and United States management, labour and university leaders

"Automation—What It Means To You" was the theme of the 2nd Annual Winter Conference of the Canadian Institute on Public Affairs, held at Toronto on February 24, 25 and 26. More than 400 delegates attended and a large portion of the conference's program was televised by the Canadian Broadcasting Corporation.

Four plenary sessions were held during the three-day conference. The first panel discussed, mainly, what automation might mean in terms of production and employ-

ment; the second considered Canada in terms of automation at present and in the future; the third dwelt on the effects of automation in the educational field; and the fourth concentrated on interpreting automation from the psychological point of view.

Ten workshops were held, simultaneously, after the second and third plenary sessions.

Dr. Murray G. Ross, CIPA Executive Committee Chairman, acted as Conference Chairman.

Automation—More Goods, Fewer Jobs?

The first panel discussed the topic, "Automation—More Goods, Fewer Jobs?" Panel members were: Dr. Elmer W. Engstrom, Vice-president of the Radio Corporation of America; Jack Conway, Chairman of the United Automobile Workers' Committee on Automation and Administrative Assistant to Walter Reuther. Chairman of the panel was Prof. H. D. Woods, Director of McGill University's Industrial Relations Centre.

Dr. Elmer W. Engstrom

Summarizing the difference between automation and mechanization, Dr. Engstrom said the first task for machines in the industrial revolution of the 19th century was that of supplying and applying power, and the second phase was the mechanization of repetitive tasks for mass production, a mechanization process that was still going on.

Automation, and the use of electronic systems, however, he said, meant that machines take over control of functions normally performed by human operators.

In fact, Dr. Engstrom said, "the concept of automation is broader than that of machines controlling other machines. Rather, in considering automation, we are now beginning to deal with industry and commerce on the basis of a complete system, taking into account the whole process from raw material to consumer."

We have scarcely yet entered the automation age, Dr. Engstrom said. "What we call automation is mechanization with a flavour of automation." He predicted that the rate at which automation would be introduced would be a "slow procession".

Dr. Engstrom pointed out that the North American economy is growing faster than the labour force and "automation appears the only means of achieving the higher productivity which we must have if our economy is to continue to grow".

He predicted increased automation will free workers from machines. These persons will be needed to design, build, service and control automatic machines and make decisions.

However, the scientist added, "while the intelligence of the human being will never be superseded by a machine, there is no question but that electronic systems have already surpassed human information-handling capabilities."

He foresaw new marketing techniques as the answer to any problems created by automation. Automation will mean a great increase in the capital investment per worker, he explained, and therefore, the investment of plant and equipment and the workers must be kept busy to produce adequate returns.

"This being true, the tables will be turned. Marketing and sales will have to be adjusted to a constant or at least a slowly changing flow of goods and services, instead of production being adjusted to sales, as is largely the case in all but a few manufacturing industries today.

"I point to this reversal to show the need for a new and creative management," he said.

Attention and consideration were being given to automation, and its import, by government, management and labour, Dr. Engstrom said. He referred to the findings, recently issued, by a joint committee of

"Automation and Technological Change"

"Automation and Technological Change," a report of the Joint Committee on The Economic Report to the Congress of the United States, contained fourteen sections:

1. The economic significance of the automation movement is not to be judged or limited by the precision of its definition.

2. The shift to automation and the accelerated pace of technological change is today taking place against the background of relatively high employment levels and of a prosperous economic situation.

3. One highly gratifying thing which appeared throughout the hearing was the evidence that all elements in the American economy accept and welcome progress, change and increasing productivity.

4. Along with automation and the introduction of labour-saving machinery and techniques in some parts of the economy, whole new industries have arisen and may be expected to arise.

5. One fact not always sufficiently appreciated, however, is the extent to which goods and services not previously available or possible are made possible by the introduction of automatic processes.

6. While the employment potentials in these new industries themselves may not be as high as they would seem at first thought, the subcommittee was impressed with and, indeed, would be remiss if it did not draw specific attention to, the employment possibilities arising out of the service industries associated with many of these new products.

7. While the degree of automation made possible by modern science may

well surpass the limits of present imagination, it is important to note that not all workers, indeed, only a relatively small, although conspicuous, fraction of the total labour force will be directly involved.

8. However much we may welcome the fruits of advancing technology—however optimistic one may be that the problems of adjustment will not be serious—no one dare overlook or deny the fact that many individuals will suffer personal, mental, and physical hardships as the adjustments go forward.

9. The most disturbing thing which came to the subcommittee's attention during the hearings was the near unanimous conclusion of the witnesses that the Nation is faced with a threatened shortage of scientists, technicians and skilled labour.

10. The trend toward automation will bear watching to make sure that it does not add to troublesome pockets of local unemployment.

11. The impact of automation upon the structure of our business society and the relative position of large and small business is a matter of utmost concern.

12. In a dual role, as workers on the one hand and consumers on the other, we can, as a consequence of automation, have a choice between added leisure and added products and comforts.

13. The introduction of automatic procedures and advanced technology, along with the problems and benefits which come from them, is not limited to the industrial portion of our economy.

14. These hearings will not have been in vain, if in arranging for them and hearing the many helpful witnesses, a feeling of social consciousness about the problem has been stimulated.

the United States Congress entitled "Automation and Technological Change" (see box above) (L.G., March, p. 280). He noted that this report provided a clear picture of the range and depth of the subject.

"The rate at which we shall move into the new era of automation will be determined, not so much by the state of technology or by limitations of engineering or the physical sciences, as by the economics of the whole process and by our ability to understand these economics," he continued. "We do need to be sure of the economics of the use of materials and facilities, of the economics of the use of labour, of the economics of the marketing process, and of the economics of the management of the enterprise.

"One thing is certain," Dr. Engstrom stated, "for the future as it has been in the past, and that is more jobs will be created than abolished. New industries and new products will come into being.

With automation, we shall no longer have large groups of people who are themselves part of the production machine. Instead we will have many persons employed to design, to build, to service, to control and to make decisions. This will call for greater skills and for more training and education. It will mean a general upgrading of personnel. Management and labour must tackle with reasonableness the growth processes involved, in order to lighten transitional burdens and insure maximum mutual gains.

Automation will also create a large group of managers of a new type, men who will be the directors of the new automation traffic of materials, products and marketing. Here, in the work of the administrators of business, will be the real revolution of automation. To be efficient and effective, systems of automation must be directed towards an integrated business.

Jack Conway

Management, Mr. Conway said, had a responsibility to introduce the new technology in a manner which would minimize disruptive consequences. Automation installations should be timed to coincide with

the expanding needs for the products. He stressed that "management must face its responsibility to the workers affected by changes in technology".

Under the guaranteed annual wage plan, he said, management would tend to avoid introduction of automation when major layoffs would result.

Mr. Conway rejected any idea that automation would "automatically" bring about a more prosperous and happier world.

From the raw materials to the finished product of office and factory, automation replaces the tried and true with new and amazing techniques.

Its challenge is self-evident. We must match our technical progress with equally rapid social and economic progress in order that the fruits of automation and the new technology may be harnessed for the benefit of all of us.

"We are told not to worry about the future, that glorious new world of tomorrow is on its way," he said. But, he warned, automation might set off the downward spiral to depression by causing unemployment and a cut in consumer spending.

"We must match our greatly improved power to produce by a greatly broadened and deepened purchasing power base. For only as we remain able to consume what we make can our delicately balanced economy function properly."

Mr. Conway said that one of the greatest immediate needs was for a more accurate knowledge of all that was being done and planned for the future in the field of automation. The individual company, he said, knew what it had done, and planned to do, but no one knew the over-all picture as to how far automation had already established itself in industry or the pace at which it is likely to advance, even in the next few years.

An essential first step, Mr. Conway said, was for government to pull together, at least from the giant corporations that dominate our economy, the facts as to the impact of automation thus far and its probable impact in the near future.

Equipped with these facts, Mr. Conway said, the people, through their free institutions and their government, could prepare and plan to harness the potential good and ward off the potential evil implicit in the new technology.

If our economy is not expanding at a sufficient rate to provide jobs, then we must act to insure that the rate of expansion be changed accordingly. Or we must change our input by shortening hours or reducing the work life.

Both in the interests of young people and in the interest of society, we should make it economically possible for every boy and girl to continue at school as long as he or she is able to profit from further learning. Given the means and the right kind of educational program, at least 80 per cent of the young people who now drop out of school before age 19 would be able to continue and to fit themselves to make a greater contribution to society and to their own future. Long before 1965 it should be possible to lower the pension age for everyone to 65 years and to increase pensions sufficiently that no one over 65 who wants to retire will be forced to work because of economic need.

Mr. Conway suggested the guaranteed annual wage as one weapon labour had to combat unregulated automation.

"Under the guaranteed annual wage," he said, "management will more likely make decisions affecting introduction of automation with a greater degree of social responsibility".

(In answer to a question from the floor, Dr. Engstrom said the annual wage advocated by Mr. Conway might come about for different reasons than those generally advanced. He thought it might come about as a necessary stabilizer of business and be of as great advantage to management as to labour. Such developments, however, "took time".)

Mr. Conway suggested as labour goals during the next 10 years:—

A 15-per-cent reduction in the work week, from an average of about 42 hours a week in Canada to about 36.

A reduction in the percentage population in the labour force by permitting young people to stay in school longer and by freeing older people from the necessity of working long after they would have retired if they had a sufficient pension.

A 20-per-cent increase in per capita income.

He stressed the need for educational expansion in an age of automation, not only for young people but for adults whose skills have been made obsolete. He said management and labour must accept the responsibility of insuring that workers whose skills have been outdated are given the chance at company expense to acquire new skills.

"Quite possibly the reduction of the work week could be even greater—perhaps to a four-day 32-hour week," Mr. Conway added.

He agreed with Dr. Engstrom that the unskilled worker would virtually disappear as a major factor in the working force. (Dr. Engstrom believed that Canada and the United States could absorb all the workers who might be displaced by automation if they were technically trained.)

With reference to the retraining of displaced workers, Mr. Conway said that government "must also play its part by expanding both vocational and general educational facilities for adults. Otherwise the technologically displaced adult is

in danger of becoming the 'forgotten man' of our society".

Prof. Woods saw in automation an advantage to large industries, and possible disadvantage to Canadian industry as compared with American.

Automation for Canada—Today and Tomorrow

The second panel discussed "Automation for Canada—Today and Tomorrow". The panel consisted of Dr. Eugene Forsey, Director of the Research Department, Canadian Congress of Labour; Prof. H. D. Woods, McGill University; Dr. J. J. Brown, Industrial Automation Limited; and H. W. Rowlands, J. D. Woods & Gordon Limited. Chairman was Dr. Murray G. Ross, CIPA Executive Committee.

Dr. J. J. Brown

Automation in Canada was either well along or it hadn't arrived as yet, depending on a person's definition of the word, Dr. Brown said.

"If we mean by automation a qualitatively different process, from product design through marketing, then it is no exaggeration to say automation is unknown in Canada." This was too bad, he said, because Canada was ideally suited, in many ways, to become a world leader in automation.

"Even the largest Canadian plants would be considered merely job shops in the United States," he explained. "And because its plants and businesses are relatively small, Canada provides an area in which new applications of automation to manufacturing, data processing, etc., can be tried out on a small scale without disrupting large-scale, closely-integrated operations.

Many Canadian plants that are subsidiaries of United States and United

Kingdom companies are in an ideal position to try experimental plant and office automation here. They can draw on the parent company funds yet not have to meet all the conditions required for capital expansion in the U.S. or the United Kingdom. Moreover, the test runs in Canada would be conducted a little out of the public eye, so that if they failed (as experiments often do), the parent company will avoid unfavourable publicity.

Canada is an ideal country for the development of inherently risky ventures, because there is a tax on capital gains and there is a body of opinion that favours the taking of long odds for large potential profit. Not only do we have the strategic requirements, but we have the people.

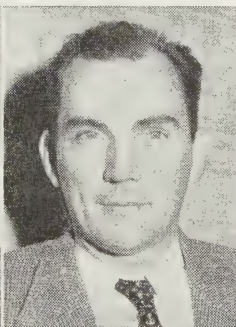
Perhaps because of the British influence on our educational system, the training of Canadian engineers and scientists is less narrow than that in most United States schools. This makes graduates more hospitable to imaginative solutions to business and industrial problems.

Canadian management as a group, Dr. Brown said, was almost completely ignorant of the techniques and potentialities of automation. He said automation was not merely a new technology, but a new way of looking at production and distribution processes. "This," he said, "had implications affecting marketing, capital investment, design, labour, employee and public relations."

Dr. Brown's opinion was that the unemployment problem would solve itself. "But," he said, "I am not so sanguine about the effects of automation on the individual."



Dr. E. W. Engstrom



Jack Conway



Dr. J. F. Leddy



Dr. Erich Fromm

Dr. Eugene Forsey

Dr. Forsey took exception to the remarks by Dr. Brown that Canada was an ideal testing ground for automation. He said Canada should not be made a "testing ground or a guinea pig" on which to iron out the wrinkles of automation.

He foresaw a more drastic chain of events. "Small subsidiary plants in Canada," he said, "would not be able to compete with huge automated parent companies in the United States and Great Britain. If a lot of consumer goods are produced by automation in big United States plants, fire-sale prices will make it almost useless for Canadian branches to compete."

Dr. Forsey remarked: "It is an indispensable condition (of automation) that there should be a general condition of full employment".

H. W. Rowlands

Mr. Rowlands could see no mass unemployment for the present large clerical forces with its installation of electronic equipment. "In fact," he said, "it will probably mean an upgrading of most clerical staff to jobs with greater rewards and more job satisfaction. There will undoubtedly be relocation and retraining problems for medium to large groups of clerical workers over a very lengthy period but the future opportunity for the clerical worker appears to be brighter than ever.

"The net effect of electronic equipment on the office will probably be to eliminate a large percentage of the simple repetitive tasks," he went on. The future clerical worker, he said, would be more concerned with analysis and control procedures than with what he termed "drudge work".

The United States Census Bureau forecasts, Mr. Rowlands pointed out, indicated the population of the United States would

Four films were shown to conference delegates. Three of the films were directly concerned with automation, the fourth was an informal interviewing of Dr. J. Robert Oppenheimer, a leading American scientist.

The films shown were: *Techniques for Tomorrow*, produced by the Ford Motor Co.; *Direct Line to Decision*, produced by the International Business Machine Co., Ltd.; *The Search*, produced by CBS-TV, with aid from the Massachusetts Institute of Technology; and the Oppenheimer interview, taken from a series produced by the CBS-TV.

increase by 20 per cent during the next 10 years. However, he said, the population of working age who would be available was anticipated to increase by only 6 per cent.

"There is no reason that Canada's pattern will be significantly different," Mr. Rowlands said. "If that is the case, even with all the electronic help we can get, our problem may well be too few clerical workers rather than too many."

Mr. Rowlands also said:

This "revolution" in office work is not something that will happen overnight. If electronic data-processing equipment was available tomorrow it is doubtful if more than one or two companies in Canada would be ready to use it efficiently within six months. For most companies it would be closer to two years. Electronic data-processing equipment has fantastic capabilities because of its great speed and its ability to perform certain logical steps in accordance with a previously determined plan. To reduce complicated business routines so that they can be handled as a series of simple, logical steps requires very extensive and intensive study. There is no question as to its practicability, however. The waste of human effort on what can only be termed clerical drudge work is definitely coming to an end within the foreseeable future.

The Effect of Automation on Education

The third panel of the conference, on "The Effects of Automation on Education," was composed of Dr. J. F. Leddy, Dean of Arts and Sciences, University of Saskatchewan; Dr. Erich Fromm, psychoanalyst, author of *Escape from Freedom* and *The Sane Society*; and Dr. W. H. Watson, Professor and Head of the Department of Physics and Director of Computation Centre, University of Toronto. Neil M. Morrison, Director of Audience Research, Canadian Broadcasting Corporation, was chairman of the panel.

All panel members seemed agreed on one point, that the coming of automation

stressed the need for better education for Canadians.

Dr. J. F. Leddy

Dr. Leddy predicted that automation would result in an increasing interest and enrolment in scientific and engineering courses.

He said a great increase in student enrolment was an immediate prospect for Canadian universities, and, as a result, they were entering a period of crisis which would intensify from year to year until 1965, when it would assume major proportions.

Automation may give rise to a new kind of wage demand—"lonely money".

According to a Reuters despatch, a delegate to the annual conference of the Amalgamated Engineering Union at Eastbourne, England, reported that such a demand had already been made by workers at an oil refinery where many acres of plant were now controlled by a handful of men.

The lonely money, he explained, would be compensation for having to work alone in isolated locations.

"Short of an economic or military castastrophe, severe enough to wreck our country and our civilization, we can assume that the problems of our universities will dominate the Canadian educational scene for the rest of this century," he declared.

Dr. Leddy cited some problems facing higher education across Canada, particularly the growth of university population.

Statistical forecasts, he said, showed that university enrolment in the next 10 years in Canada would double, to a "conservative estimate" of 125,000. The Prairie Provinces and the Maritimes, he said, would show less increase than Quebec, Ontario and British Columbia, in which three provinces, Dr. Leddy stressed, enrolment would more than double in the next nine years.

Three factors would cause this growth, Dr. Leddy stated: increase in the nation's population, increase in the birth rate, and a steady rise in the proportion of college-age people who attend university.

The solution, he suggested, was not necessarily to weed out weak students, as "we in Canada are still training too small a proportion of our university-age people".

Many Canadian universities lack facilities for handling the booming enrolment, Dr. Leddy said. About half of Canada's 35 degree-conferring colleges have enrolments of fewer than 1,000; more than half the students are enrolled in only five universities—Toronto, McGill, Montreal, Laval and British Columbia—and more than half the colleges depended solely on private or church support.

"Very few have adequate buildings," he said, "and few are paying adequate salaries to their staff. They operate their universities at the expense of their professors."

Existing universities, both public and private, should be expanded, and new institutions established, Dr. Leddy stated. Federal funds, given directly or indirectly, would be needed to help because, he said, "there is a national emergency".

The problems of building and finance will dominate the growth crisis at first, he said, but the supply of good university teachers would shortly outrank even these material considerations. Unless this difficulty were solved satisfactorily in the next 10 years "by sound recruiting of good prospects, helped by attractive scholarships," it would threaten to limit and reduce the effectiveness of university training, he warned.

Dr. W. H. Watson

Dr. Watson was of the opinion that many of the problems of Canadian universities existed because of "academic conservatism".

Supporting automation, Dr. Watson suggested that an increased machine age would relieve men of menial tasks and that man would become "a more valuable economic commodity".

Machines emphasize the human quality of men, he said, but automation may create a furore like the "pseudo-conflict" between science and religion in the 19th Century.

Living with a Thirty-Hour Week

The final panel discussion was on "Living with a Thirty-Hour Week".

Dr. Erich Fromm was the speaker for the conference's closing session. Commentators were Prof. Jean C. Falardeau, Chairman of the Sociology Department, Laval University; and Prof. William Line, Psychology Department, University of Toronto. Prof. Charles E. Hendry, School of Social Work Director, University of Toronto, was the panel's chairman.

Dr. Erich Fromm

"Automation," Dr. Fromm said, "raises a tremendous challenge. The real question

is not what it will do to us, but what we want to do with it."

Dr. Fromm told the conference that automation could be a blessing or a curse, and the answer lay with man himself. He said there was no doubt that automation would save people a great deal of time, cutting the work week to as low as 20 hours. "But," he said, "the question remains: What are we going to do with this time?"

The danger is, he said, "we are not only making machines who act like men, we are making men who act like machines.

"His value as a person lies in his saleability," Dr. Fromm continued. "He does not see his value in terms of human qualities of love and reason or in his artistic capacities. In the 19th Century we fought the danger of men becoming slaves. In the 20th Century the danger is that men may become robots.

Conference Workshops

Ten workshops were conducted at the conference. They were: (1) Automation and the Guaranteed Annual Wage; (2) Industry's Responsibility in Training and Retraining; (3) Has Government a Role in Regulating Increasing Automation?; (4) Automation and Increasing Leisure Time; (5) Automation and Educational Institutions; (6) Automation and Canada's Productivity and Trade; (7) Automation and the Increasing Numbers of Older People; (8) Automation and Human Dignity; (9) Automation and Community Planning; and (10) Will Increasing Automation Affect World Tensions?

The discussion at some of the workshops is briefly described below.

Automation and the Guaranteed Annual Wage

Dr. Eugene Forsey, one of the workshop's leaders, felt that the guaranteed annual wage was not the perfect solution to the problems created by technological progress. It would tend to restrict labour mobility, at least in the short run, he said. It might encourage employers to reduce the size of their labour force, through the introduction of labour-saving devices, and thus the number of jobs for which they would have to guarantee an annual wage. This meant, he said, that there is all the more reason for promoting full employment.

Industry's Responsibility in Training and Retraining

It was the Government's responsibility in matters of training and retraining, not industry's, a delegate said. A union member of the group replied that industry had a responsibility. Provisions, he said, should be made by industry for men displaced just as depreciation of machines is taken into account.

Dr. J. B. Brown, workshop chairman, said that in industry it sometimes took 12 months to get an automation idea to the planning stage, then perhaps six months later a report. After all that time, he

"What we have to do, generally," Dr. Fromm stated, "is put man back in the saddle." He said an economic, political and cultural revaluation was needed to create the situation "where man becomes active, responsible and participating".

said, there would probably be more delay in production. Normal turnover of a company, Dr. Brown claimed, would more than make up for the workers displaced.

A union member stressed that an industry should use men within itself, rather than procure new employees.

An engineer gave a description of a change in his own plant. He said the plant consisted of ten portions. The installation of an automatic line in one portion of the plant, he said, had increased production 100 per cent in that particular portion. A number of men in this one portion, he said, had had their jobs eliminated by the new installation. However, he said, they were easily integrated into the other nine portions because they were needed since work had increased in these portions. The work increase, he stated, was due to the new line installation in the one portion of the plant.

When reference was made, by a union member of the group, to the number of people who might be hurt by automation, Dr. Brown said: "Nothing is ever introduced into a complex economy without hurting somebody".

There should be safety valves against going too far into automation, Dr. Brown said.

It was generally decided that business and labour should each, necessarily, have an important role in any training and retraining program. Then, in what appeared to be an afterthought, "government" was added to these first two named as "having a responsibility".

Has Government a Role in Regulating Increasing Automation?

Under the chairmanship of Prof. John Morgan of the School of Social Work, University of Toronto, the workshop generally agreed that:—

Government has played a part in industrial development in the past, through enactment of legislation for protection of the public interest;

Government has a role to play in an age of automation, if for no other reason

that present governmental measures, such as unemployment benefits, would be affected; and

In an age of automation it is difficult to change a course of action once a choice is made, as the expense involved is great.

Prof. Morgan pointed out also that automation often brings about a conflict of values. An example is a public health service, particularly a large-scale service, which is given qualities of rigidity by the machines used in the service. In the introduction of such a service, the public interest may be the determining value, but once the system is operating economic considerations may prevent changes even though the public interest would call for such changes.

Other problems mentioned as facing governments in an age of increasing automation were: location of industry, protection of raw materials, cost of education, deployment of personnel in national or private interests, where to use capital, monopolies that tend to grow with automation, small businesses which are "driven to the wall," research, and vocational education.

Automation and Increasing Leisure Time

It was agreed that the use of leisure time has been and is now a major problem.

It was thought that education for use of leisure time should be recognized as nearly as important to society today as education for earning a living, and that steps should be taken to provide for it.

Automation and Canada's Productivity and Trade

Many of those attending this workshop had come in contact with automatic processes in the course of their work. The discussion was chiefly valuable for the number of questions raised, for example:—

What will be the effect of automation on the relative ability of different countries to compete in manufacturing?

Will the underdeveloped countries be left farther behind by the industrialized countries? If so, should Canada be regarded as an underdeveloped country from this point of view?

Should Canada concentrate on extractive industries or continue to develop secondary industries?

How big must a plant be to be competitive under automation?

Will serious technological unemployment occur during the introduction of automation? Will fluctuations of employment be less severe after automation has been established?

How rapidly will the Canadian labour force grow?

Will shortages of labour be a more serious problem than surpluses of labour?

Is the total investment required to establish an automatic plant really so much greater than that required for a non-automatic plant?

Will the products of automation be superior or inferior in quality to the products of existing plants?

How is the expected great volume of products from automatic plants to be sold?

Will products be made inferior so that people will throw them away more quickly and buy others?

Can any planning be done to solve the problem of marketing the products of automation?

During the discussion, it appeared that many persons were worried about the consequences of automation, but that different delegates were worried about different things. Some feared a future labour surplus, others a labour shortage.

Workshop Chairman Wilfrid Sanders of J. Walter Thompson Co. mentioned that the cost of production of manufactured goods is, on the average, only 49 per cent of the retail price. The other 51 per cent is absorbed by the costs of distribution, mark-ups, etc. Consequently, if automation should reduce the cost of manufacture by a certain percentage, the percentage reduction in retail prices would be only about half as great, and the stimulus to sales be less than many would expect.

Automation and the Increasing Numbers of Older People

The workshop expressed a decided concern over the future role of older people.

Some questions presented and discussed were:—

Will there not be more rather than less mental stress and tension?

What is an "abundant life" in later years. Is it just holding a job?

Will automation deny older people the only thing they have been taught is worthwhile, namely, a job?

Some opinions expressed by members of the workshop were:—

Older people should be helped in becoming adjusted to old age. (The question was asked: "Where do we begin this kind of education, as children, ten years before retiring, or after?")

Older people need a new kind of education, and they have a responsibility to see that change is made.

The creative potential in senior citizens must be aroused.

Under automation, with a 30-hour week, extra hours can be used for education as a creative leisure. Then, on retirement there will be a natural carryover of these learning experiences.

At present, informal education is helping "late middles" to prepare for old age.

Provided unions urge education, as well as wage gains and reduced hours, in 25

years people who will be 65 won't want to sit back. Automation is going to change older people. At 65 they will be "raring to go".

The ability to hold a job is not the only measure for successful living.

We will have to do better in providing economic security for the person of older age.

Automation Is Coming—But Not Overnight, CMA President Says

Automation is coming, but it is not coming overnight, and "we are not going to wake up some bright morning and find our factory jobs being done by electronic robots," said T. A. Rice, President of the Canadian Manufacturers' Association, speaking at the annual dinner of the British Columbia Division of the Association in Vancouver last month.

Automation presents a problem for the manufacturing fraternity, he admitted, but, he asked: "Is it the bogeyman that some pessimists paint it?" Earlier mechanization, of which automation is the logical successor, did not put people out of work. "Yet now that automation has become fashionable to discuss, the fears that caused English labourers to smash machinery have been resurrected and, strangely enough, by people who know as much about the progressive nature of automation as we do," he went on.

The real problem for both management and labour in preparing for the transition to automation in factories which lend themselves to it, Mr. Rice said, is to see to it that the skills of people working in industry keep pace with technical advances.

Passing to the question of unemployment insurance and the guaranteed annual wage, he said that our 15 years' experience with the unemployment insurance system in Canada showed the soundness of its two leading principles: that it should be contributory and that benefits should not be so high as to weaken the incentive to find or return to work.

"I think it is plain," he continued, "that unless supplementary earnings and benefit

under any guaranteed wage plan are taken into account in determining the amount of unemployment insurance benefit to be paid, there is more than passing danger of weakening the incentive to look for work which is, I think, the keystone of any unemployment insurance system."

Another important question, he went on to say, is the relationship between wages and productivity. "It is an accepted fact, even by labour spokesmen, that there can be no jump in real wages without a tallying jump in productivity. If higher pay is demanded and obtained without this matching increase in productivity the result can be nothing other than higher costs and reduced real wages," he said.

Turning to the question of seasonal unemployment, a certain amount of which the climate in most parts of Canada makes "nearly inevitable," he referred to the substantial progress that had been made in reducing such unemployment in the automobile, meat packing, food processing, and construction industries. He mentioned the contribution made by governments in timing their purchases and the carrying out of their projects so as to provide the greatest possible amount of winter employment.

But, although management will continue to help, it is "a peculiarly Canadian problem that belongs to all Canadians". He concluded: "We must regard it as a matter of urgent personal concern to each and every one of us, throwing, as it does, a shadow over our own economic security."

"Labour Must Share in Fruits of Progress"—IAM President

"Labour must share in the fruits of technological progress because it is morally right, socially fair and economically essential" that it do so, declared A. J. Hayes, President of the International Association of Machinists, in an address to the Minnesota Society of Industrial Engineers.

It was morally right, he contended, because "society exists for man, and man therefore is entitled to share in the fruits of society's progress".

It was socially fair because "labour's activities have contributed to that progress". Labour's constant pressure for higher wages and other benefits, he explained, have "created a spur to management to find methods of reducing costs through more efficient use of manpower and improved machinery".

He also asserted that these activities of labour have helped to create the mass markets which are essential to the mass production which has been an important factor in the development of industrial technology.

A third way in which unions could claim to have had a share in industrial progress, he said, was that they had worked not only to improve wages and working conditions but also to gain "legislative and social advances for the benefit of the people as a whole".

The economic necessity for labour to share in the gains or increased productivity, the IAM President argues, was that "unless the fruits of technological progress continue to be shared our whole economic system will come to a grinding halt. For if machines render man's labour more efficient, and man does not share in the benefits of that efficiency, the inevitable effect must be increased productive capacity accompanied by constantly diminishing purchasing power and a falling market for the products of the more efficient machine".

The fairness of labour's share in the fruits of progress, and the speed with which it is obtained, Mr. Hayes went on to say, will depend largely upon the efficiency of collective bargaining.

Problems to Arise from Automation Should Not be Underestimated—UAW Official

The problems to be created by automation should not be underestimated, said James Stern of the United Auto Workers, who spoke at the annual convention of the American Personnel and Guidance Association.

Mr. Stern felt that some of the problems could be solved across the bargaining tables by unions and managements, but that all citizens have a responsibility in the new schemes of things presented by automation.

Governments, for example, will have a major responsibility for the expansion of school systems, the handling of the problems of the growth of economic concentration, the maintenance of full employment, and the expansion of public facilities for retraining, education and recreation.

He noted that people must become aware of the problems that need to be solved before they can enter into a new age in a humane and orderly fashion. This makes information vital, since it leads to action of the right kind.

Mr. Stern also pointed out that a re-examination in connection with public policy in regard to concentration of economic power would be necessary, since fewer firms will be able to compete successfully in any market because of the increased output per firm, and fewer supplier firms will be needed as automation enables large corporations to turn out their own supplies.

ECOSOC Asked to Discuss Automation's Social, Economic Repercussions

The International Confederation of Free Trade Unions has asked that a discussion of the social and economic repercussions of automation be placed on the agenda of the 22nd session of the United Nations Economic and Social Council, to be held in Geneva in July.

In a letter to David A. Morse, Director-General of the International Labour Organization, informing him of this action, J. H. Oldenbroek, ICFTU General Secretary, said he was convinced the ILO would "state its full readiness to deal more especially with the social aspects of the introduction of

automation, with a view to recommend all necessary measures to avoid hardships and to improve social standards”.

The letter emphasized that in view of the dearth of systematic, comprehensive and reliable information on various aspects of automation, there is urgent need for studies and exchange of information at national and international levels; and that it is necessary to estimate the progress of automation in the economies of the

different countries and to study the rate of introduction of automation and its effects in each industry and country.

After stressing the need for a comprehensive over-all exchange of information and study of this kind, Mr. Oldenbroek added: “We consider the impact on employment the most important economic and social repercussion of automation and that it is about to affect many aspects of conditions of employment and work.”

Provisions of Supplemental Unemployment Benefit Plans

Recent collective agreements negotiated by UAW brought to more than 24,500 the number of Canadians covered by supplemental unemployment benefit plan. Details of three SUB plans—one in U.S.—given here

The collective agreements recently reached by the United Automobile Workers of America with Studebaker-Packard of Canada Limited and with General Motors of Canada and several of its subsidiaries brought to more than 24,500 the estimated number of Canadian workers covered by supplemental unemployment benefit plans. Plans of this kind, which provide for the payment of benefits to laid-off employees, have spread rapidly since the first one was set up as a result of the Ford settlement in the United States last June (L.G., July 1955, p. 811). They are sometimes referred to as a form of the “guaranteed annual wage”.

Earlier guaranteed wage schemes sought to provide income security by guaranteeing paid employment for a stated period in any one year. Supplemental unemployment benefit plans approach the same problem from another angle. They normally call for limited employer contributions to a special fund from which, under carefully defined conditions, benefits in stipulated amounts may be paid to laid-off employees as a supplement to benefits available under the public unemployment insurance system. Integration with public unemployment insurance is a cardinal aim of most of these plans and some are dependent on rulings from the unemployment insurance authorities permitting workers to receive company layoff benefits without being thereby disqualified from drawing unemployment insurance benefits concurrently.

Supplemental unemployment benefit plans, sometimes referred to as a form of the “guaranteed annual wage”, have opened up an important new area of collective bargaining in Canada as well as the United States. This article, prepared in the Economics and Research Branch, Department of Labour, contains a summary of three such plans: those established in Canada for General Motors employees and for Continental Can employees, and a different type of scheme devised in the glass industry of the United States.

The Ford-UAW plan, negotiated in Detroit last spring, set the basic pattern. In broad outline, it provides for company contributions of 5 cents per hour worked to a fund (with a defined maximum level) from which eligible laid-off employees will be able to draw, for periods ranging up to 26 weeks, benefits which when combined with state unemployment compensation will amount to 60 or 65 per cent of basic take-home pay. Under the agreement, this plan will not become operative unless favourable rulings on the question of integration with state unemployment compensation are received from states containing two-thirds of the employees of the company.

The UAW has since negotiated similar plans with a large number of firms in the United States, some providing, among other things, for the payment of increased benefits to employees with dependents.

Plans of the same basic type but with substantial differences were established in another industry under agreements reached last August between the United Steelworkers of America, on the one hand, and both the American Can Company and the Continental Can Company of America, on the other (L.G., Sept. 1955, p. 1022). Under these plans, benefits will be payable in amounts up to a higher maximum for periods ranging up to 52 weeks. Also, if the authorities should rule against integration with state systems of unemployment compensation, there is a provision whereby employees may receive from the fund lump sums equivalent to the amount of normal benefit for which they would otherwise be eligible.

More recently, another type of plan, which does not aim at integration with the public system of unemployment compensation, has been negotiated by the United Glass Workers and two glass companies in the United States: Pittsburgh Plate Glass and Libbey-Owens-Ford. Company contributions under this plan will be used to build up an individual account for each employee, who may draw from it specified amounts in times of layoff, sickness or even vacation. Each account is vested in the individual employee, who retains the balance in the event of separation from his employer.

General Motors of Canada, Limited (United Automobile Workers)

The plan at General Motors of Canada was agreed to on February 13, 1956. Wholly financed by employer contributions, it provides for layoff benefits of between \$2 and \$25 per week for a maximum of 26 weeks. Within these limits, the actual amount of benefit will be the sum required to supplement unemployment insurance benefit and casual earnings to the extent necessary to provide a combined total amounting to 65 per cent of normal after-tax take-home pay in the first four weeks of layoff and 60 per cent in ensuing weeks.

The duration of benefits will vary according to the seniority of the individual, the number of unused "credit units" he has accumulated, and the level of the fund when benefits are drawn from it. In general, the lower the level of the fund, the longer the service required for one week's benefit; and, for a given number of hours worked, men with high seniority will receive a greater entitlement to benefits than those with lower seniority. From March 1, 1956, when the plan began to

In Canada, firms with which the UAW has negotiated supplemental unemployment benefit plans include: Electric Auto-Lite Limited, Massey-Harris-Ferguson Limited, Studebaker-Packard, and General Motors of Canada Limited and four subsidiaries—General Motors Products of Canada Limited, the McKinnon Industries Limited, Frigidaire Products of Canada Limited and General Motors Diesel Limited. The plans established as a result of negotiations between the United Steelworkers of America and both the American Can Company and the Continental Can Company of America apply, with minor variations, to employees in the Canadian plants of these companies. In addition, Molson's Brewery Limited and the Molson's Brewery Limited Employees' Association are reported to have agreed recently to a plan providing for benefits to laid-off workers.

The plans established in Canada for employees of General Motors and Continental Can are summarized below in some detail. The United Glassworkers' plan, which does not apply in Canada, is also summarized because it presents interesting points of contrast. It should be noted perhaps that these summaries represent a distillation of provisions which, in actual fact, are extremely complicated. The summaries should not be construed as authoritative interpretations of the plans concerned.

operate, to February 28, 1958, employees with less than 10 years' seniority will build up eligibility at the rate of one "credit unit" for every four work-weeks of at least 32 hours. After February 28, 1958 (and from the beginning for men with greater seniority), one credit unit will be earned for every two weeks of work. Assuming that the fund has reached about 25 per cent of its maximum level, an eligible employee with less than five years' seniority who has accumulated 13 credit units by working 52 weeks will be entitled to almost four weekly benefit payments. An employee with the same number of credit units and between five and ten years' seniority will be entitled to just over five weekly payments. Once the level of the fund has reached 85 per cent, employees with the maximum number of credit units will be eligible for 26 weekly payments.

No benefits will be paid before March 1, 1957. To be eligible for benefits an employee must be entitled to unemployment insurance benefit (with certain minor

exceptions); he must be registered for work at an office of the National Employment Service; and he must not have refused "suitable" employment offered to him by such an office or by the company.

All benefits are to be paid out of a fund built up by company contributions of 5 cents for every paid hour of work. Contributions will not begin until approximately one month after stipulated conditions have been fulfilled, including a ruling from the Minister of National Revenue that contributions will constitute currently deductible expenses under the Income Tax Act. Contributions will continue until the "maximum funding amount" is reached, and thereafter only as necessary to maintain the fund at that level. This maximum funding will vary each month with the total of workers in employment and employees with credit units who are laid off. At the time of settlement, it was fixed at \$6,400,000 for the month of March 1956. Normal benefits will be reduced by 20 per cent (but not below \$5) if the level of the fund falls to a point between 13 and 4 per cent of maximum funding. If the level goes below 4 per cent, no benefits will be paid until it rises above this point. After

the termination of the current collective agreement (August 1, 1958), the maximum funding as determined above will be reduced if the average benefit paid in any year is below \$20.

If by March 1, 1958, the unemployment insurance authorities have not ruled that unemployment insurance and company benefits may be paid to the same individual in the same week, the plan will terminate, but laid-off employees otherwise eligible for benefit under the plan will be able to draw "substitute" benefits until the assets of the fund are exhausted. These benefits would be equal to the regular benefits but paid in a lump sum in the week following each two or each three weeks of unemployment insurance benefit. Under these circumstances, unemployment insurance benefit would not be available in the week in which substitute benefits were paid.

The plan is to be administered by the company, with a board of administration consisting of three company representatives, three union representatives and a neutral chairman, to rule on appeals that cannot be settled by local committees set up for the purpose.

Continental Can Company of America (United Steelworkers)

The plan covering employees of the Canadian plants of the Continental Can Company is based on the agreement reached between the parent company and the United Steelworkers of America on August 13, 1955. It provides for benefits during layoffs lasting longer than one week which occur after October 1, 1956. The benefits range from \$31 per week of entitlement for men with base earnings of between \$2,500 and \$3,000 a year, up to \$51 per week for those earning \$4,500 and above. In addition, a dependency benefit of \$2 per week will be paid for each dependent up to a total of four. Employees will receive layoff and dependency benefits at the rate of one week's benefit for each 80 hours worked for the company since October 1, 1954 (or since they started their service, if this was earlier) up to a maximum of 52 weeks.

Employees are to become eligible for benefits after three years of continuous service in which the number of hours worked is in excess of a stated minimum. To participate, they must be eligible generally for unemployment insurance and comply with public as well as company requirements as far as seeking work and accepting employment are concerned.

The plan aims at integration with the unemployment insurance system. In the absence of official rulings favourable to integration, however, lump sums equivalent to the normal amount of benefit may be drawn by an eligible employee after receiving unemployment insurance for several weeks or upon returning to work.

This plan, too, will be financed entirely by company contributions. A general fund will be built up by contributions of 3 cents per hour paid for in the period from October 1955 to September 1956 inclusive. Beginning October 1956, these contributions will take the form of book entries in an "accrual account" from which payments to the general fund will be made annually to compensate for any depletion. In addition, a "contingency contribution liability" will obligate the company to contribute towards benefits, "if and when necessary", an amount equal to 2 cents for each hour paid for.

In the period from November 1956 to December 1957, the maximum level of the general fund is to be set at a figure obtained by multiplying 5 cents by the number of hours paid for in the year ending September 30, 1956. From December 1957 on, the maximum figure will be calculated on the basis of 9 cents for every hour paid for

in the 12 months ending September 30. Benefit amounts will not be affected, however, by the level of the fund, unless it falls below 5 per cent of the level reached on October 1, 1956, in which case benefits will cease until the level rises above this point again.

The plan is to be administered by the company. According to its terms, however, a board of review is to be appointed by the parent company in the United States to establish a policy regarding administration, and to settle disputes arising out of decisions affecting eligibility made by the plant management. Regarding appeals against decisions of this board, the plan states that it is "the purpose of the company and the union to establish a

procedure by which disputes...may be resolved in an expeditious and uniform manner".

In the meantime, the agreement setting up the plan lays down a series of time-limits within which appeals may be made from decisions by the plant management and the board of review to a committee of representatives of international union headquarters and of the Industrial Relations Department of the company's head office in the United States. Failure to reach agreement at this level will entitle either party to request arbitration. In the case of appeals in Canada, the arbitrator will be elected, by a simple majority of the committee, from a panel which the Minister of Labour in the relevant province will be asked to name.

The Glass Workers' Plan

In the United States, Pittsburgh Plate Glass and Libbey-Owens-Ford are reported to have a joint scheme, agreed to with the United Glass Workers in September 1955, which devotes 5 cents per hour per employee to a "security plan," which may be strengthened after 1956 bargaining by a further contribution of 5 cents per hour.

Under this plan a company-selected trustee is to set up for each employee in the bargaining unit an individual trust account into which an appropriate company contribution will be paid for each hour worked after September 25, 1955. A year from that date (or after one year of employment, whichever is later), an employee laid off for one full pay period will be able to draw from his account each week amounts ranging up to a maximum of \$30 or 10 per cent of the balance in the account. The amount drawn may not be less than \$15 or the balance remaining in the account, whichever is smaller. An employee away from work because of sickness or injury may draw

from his account after two weeks' absence. Savings above \$600 in each account may be drawn on for vacation spending. Thus, the number of weeks of benefit will be determined by the balance in the individual account and the rate at which the employee draws on his fund. For example, on the basis of 2,000 working hours in a year, each account will accumulate at the rate of \$100 a year. An individual account to which contributions had been made for three years would be exhausted after ten weeks of layoff if the employee chose to draw at the maximum rate allowed.

In layoffs for disciplinary reasons, or in those caused by strikes or other similar action on the part of employees in the bargaining unit, benefits will not be paid. The individual accounts, however, are to be vested, and any employee who quits or is discharged for cause will be able to withdraw the balance in his account.

This plan does not aim at integration with state unemployment insurance.

April Employment in U.S. Highest Ever for That Month

The number of employed persons in the United States in April was 64,000,000, the highest figure in the country's history for that month. At the same time the number of unemployed declined by more than 300,000 to a total of 2,500,000. These figures were unofficial but came from Government sources.

The highest employment level the country has yet reached in any month was that attained last August, when 65,000,000 workers held jobs.

The reduction in the number of unemployed in April this year was more than a seasonal drop, officials said. Last year the decline between March and April was 214,000 and the year before it was 260,000.

Progress Reported In Battle Against Seasonal Unemployment

Demand for labour in winter just passed exceeded that in previous two. National Employment Committee recommendations made in 1954 put into practice by governments and national employer and labour associations

All NES offices in Canada report that the demand for labour during the past winter exceeded that in the previous two. Consequently, there were fewer unemployed persons in the country.

In mid-February this year there were 5,216,000 employed, 204,000 more than in February 1955. Unemployed persons numbered 308,000, which was 71,000 fewer than in the previous winter.

Two years ago there appeared in this publication (L.G., 1954, p. 526) a report on seasonal unemployment, prepared by the National Employment Committee (Unemployment Insurance Commission) for the National Advisory Council on Manpower. The report contained several recommendations to the government, employers, unions, etc., aimed at stabilizing employment in Canada.

At about the same time the Department of Labour published a booklet entitled *Seasonal Unemployment in Canada*. This booklet analysed information received from more than 600 Canadian employers in 18 seasonal industries on the causes of seasonal variations in their employment, methods they had developed to reduce such variations and suggestions they offered for further action to reduce seasonal unemployment.

These two documents were given immediate attention within the government and by industry and outside organizations. A working committee was established by Hon. Milton F. Gregg, Minister of Labour. This committee has as its chairman George V. Haythorne, Assistant Deputy Minister of Labour, and as its vice-chairman, J. W. Temple, Director of the Employment Branch, Unemployment Insurance Commission. It was instructed to make recommendations in regard to implementing those of the National Employment Committee. This committee worked closely with senior officials of all other government departments in a position to help, with the Treasury Board and with national employer and labour organizations.

In July 1955, the federal Government issued a Cabinet directive to all federal departments and agencies directing that a

serious effort be made to arrange Government expenditure programs to create the maximum amount of winter employment. They were directed to:

Arrange their construction programs so that plans and specifications, tender calls and contract awards will be timed to provide the maximum amount of winter work for the construction trades.

Plan so that alterations and repairs to buildings, houses and equipment owned by government agencies will be carried out as far as practical during the winter months.

Arrange procurement programs, where practicable, so as to create the maximum amount of winter employment.

Adapt their financial arrangements, staff and other related matters in such a way as to give effect to the directive and name a responsible official who can be contacted in respect to the application and results of the directive.

Provincial governments have been kept advised of all developments to reduce winter unemployment and have done a great deal themselves. There is no standard pattern of provincial activities. One province has issued a directive somewhat similar to the one issued by the federal Cabinet. In other provinces the Premier has given instructions to his ministers which have produced more winter work. In still other provinces, interdepartmental committees have been set up to study and make recommendations regarding winter unemployment.

National organizations have advised their membership through publications and letters of the desirability of reducing winter unemployment. The Canadian Construction Association has set up the Joint Committee on Wintertime Construction, the membership of which includes the Canadian Manufacturers' Association, the Royal Architectural Institute of Canada, the National House Builders Association, the Canadian Chamber of Commerce, the Engineering Institute of Canada and the national labour organizations.

The Association at its annual meeting has publicized the desirability and feasibility of more winter construction work. It has assisted the National Research Council in the preparation of a winter construction

booklet designed to make generally available all the know-how which has been accumulating in the construction industry about winter work.

The CMA, the RAIC, the labour organizations and the Canadian Federation of Mayors and Municipalities, in addition to various national publications, have published at least one article on the problem of winter unemployment and the desirability of providing more winter work.

During the past winter several of the chartered banks included in their national advertising a suggestion that people take advantage of the availability of home improvement loans in order to have work carried out during the winter months when skilled tradesmen are more readily available.

Educational and publicity efforts on a national scale have been undertaken during the past two winters. These have included radio and television broadcasts, newspaper articles and paid advertising in support of the work being carried forward by the National Employment Offices of the UIC and their local employment advisory committees. A short animated film trailer was shown during the past winter in more than 600 movie theatres across Canada. Local NES offices and their advisory committees have developed active campaigns. Posters urging people to plan for the provision of winter work were displayed in the early winter and additional posters urging them to "do it now" instead of waiting for spring were displayed in January.

The local campaigns varied considerably. However, a summary of activities carried out in one western city of about 20,000 is typical of the efforts made to provide more winter work. This campaign resulted in a reduction of unplaced applicants for employment in January for the first time. The development of the campaign is outlined below:—

To begin with, there was the matter of organization. This, like the careful development which followed, was the task of the Employment Committee and the manager of the local NES office. The manager met with committee members in sessions which served to correlate the plans and efforts of the organizations they represented: business, industry, organized labour, agriculture, etc.

This was followed by visits to the local daily paper and to the radio station to seek co-operation in publicizing the campaign. Civic officials were interviewed, informed of the importance of their support in the drive, and were asked if the city would

stand by with a civic proclamation calling for support of the campaign. A short time later, a half-page "Let's Do It Now" newspaper advertisement was sponsored jointly by the city and Unemployment Insurance Commission. The Chamber of Commerce was approached, and early evidence of its valuable support was appearance in the Chamber's December bulletin of "Can We Count On Your Help?", a general message on seasonal unemployment.

Newspaper publicity got away to a good start January 3 with a front-page story in the local daily on winter employment conditions, calling for teamwork to create as much employment as possible. On January 4, the lead editorial in the same newspaper featured the topic "Ways to Cut Unemployment," written with the aid of information supplied through the NES office. It was also on January 4 that the first address in the campaign was given by the manager of the local NES office. This was to a dinner meeting of the Builders' Association of the city. The value of co-operative advertising both to the builders themselves and to the employment campaign was stressed. On January 5, the local daily carried a story released by the NES office, featuring the local employment advisory committee, its general purpose as an advisory body and its special task in directing a winter employment campaign. The same news item was broadcast twice by the local radio station.

On January 6 a local office news release on general employment situation covering the past week was carried in the local newspaper and broadcast by the radio station.

January 10—radio release broadcast twice, featuring a meeting of the local employment committee for the campaign, at which plans for the campaign were finalized and the "Do It Now" theme stressed. An employment adviser from the regional UIC office addressed the meeting.

January 12—Chamber of Commerce "Notes" in the local daily carried a plug for the campaign.

January 13—local office news release reported a drop in applications for work compared with the year before. Greater choice of workers and skills available now than in the spring was a point stressed. This release was published, and broadcast twice.

On January 17, the "Why Wait For Spring?" advertisement sponsored by the federal Department of Labour appeared in the local newspaper. On the same day a letter went out to members of the Ministerial Association and others from the

Chairman of the Employment Committee appealing for support from the pulpit and in church bulletins. (This support was given.) From January 19 to 22 a "Do It Now" display advertisement appeared in the local daily sponsored by the United Brotherhood of Carpenters and Joiners of America.

January 20—Lead editorial entitled "Why Wait For Spring?" and based on material supplied by the regional UIC office, appeared in the newspaper. This tied in with the appearance the same day of the federal Department of Labour advertisement under the same title.

Official Start

All this was actually preliminary, and the campaign got off to its official start with a front-page "Do It Now" advertisement, jointly sponsored by the city and the UIC, appearing in the local newspaper; the city's half of the space was in the form of a proclamation over the name of the mayor, who called for campaign support by the community. Another campaign feature of the same day was the full-page co-operative advertising jointly sponsored by 24 firms urging full community support.

On January 22 a quarter-hour radio address was delivered by the NES office manager, who spoke on "Seasonal Unemployment—What It Means and What Can Be Done About It."

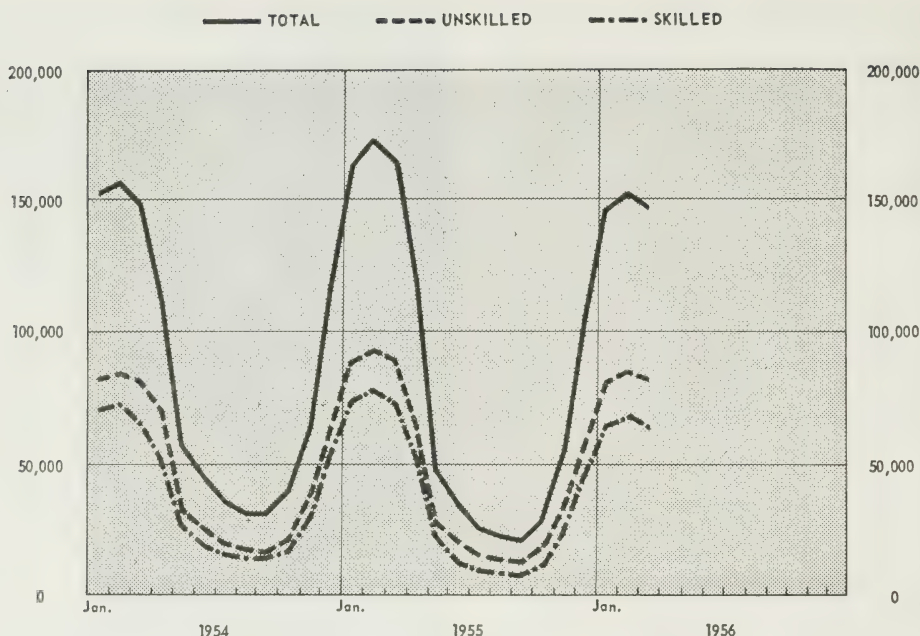
January 23—editorial appeared in the local daily on "Advantages of 'Do It Now'". Five-minute radio address was given by a provincial government member stressing the women's point of view in the campaign. (Time for this address was paid for by a group of local manufacturers.) A one-minute spot announcement was paid for by the UIC. There was also a full-page advertisement sponsored by 24 local firms and boosting the drive, as well as an individual display advertisement sponsored by the Chamber of Commerce and one placed by the NES office manager sponsored by the UIC.

January 25—Another one-minute spot announcement by the NES manager, sponsored by the Commission to promote community support; a full-page advertisement sponsored by eleven local firms; five-minute radio address by the President of



—Gordon Aikman
courtesy Public Works in Canada

Bricklaying in zero weather in Winnipeg is example of how full employment can be maintained in the construction industry during the winter. The structure that is being built is an apartment building. The Canadian Construction Association's Joint Committee on Wintertime Construction promotes more cold-weather building.



the local Chamber of Commerce. The radio time was paid for by local manufacturers; a news story on progress of the campaign.

January 26—a one-minute “spot” broadcast by the NES manager; local office news release in the local paper; full-page advertisement paid for by 24 firms.

January 27—a one-minute radio “spot” sponsored by the UIC; full-page “Do It Now” promotion sponsored by 24 firms; NES office news release reporting week’s results, carried in paper and broadcast twice.

January 28—five-minute radio address by the chairman of the Employment Committee noting good results and praising community support (time sponsored by local manufacturers;) full-page advertisement with 24 local sponsors.

February 2—a “Do It Now” advertisement, sponsored by a local lumber firm, appeared in the local newspaper.

On February 6 the lead editorial in the local daily entitled “The Do It Now Campaign” noted that while it was too soon to measure the full effect of the drive against winter unemployment, “sufficient evidence is available to prove that it was a worthwhile project”. The Builders’ Exchange reported an increase in requests for estimates; some 400 fewer persons were registered for employment at the end of

January compared with the same time a year ago, and bank clearings for January were up nearly three-quarters of a million dollars over January of 1955.

The editorial thanked contractors for assisting the campaign, and citizens for supporting it. It concluded by paying tribute to the National Employment Service for instituting the campaign, and made special mention of the service performed by the manager and staff of the local NES office.

Within the federal Government the directive on winter employment is being made effective in all departments and agencies. An interdepartmental committee was set up for the purpose of co-ordinating its application. The chairman of this committee is Mr. A. H. Brown, Deputy Minister of Labour, and its vice-chairman is Major General H. A. Young, Deputy Minister of Public Works. The departments of Defence Production, National Defence, Transport and Finance are also represented on the committee, as well as Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Unemployment Insurance Commission. This committee has named three sub-committees to work out the details of co-ordination and answers to the various problems which arise. One sub-committee deals with new construction, another with

repairs, alteration to, and maintenance of, buildings and equipment and the third with procurement.

Already many construction contracts have been awarded where the standard general conditions specify that work must continue through the winter. Interior painting and decorating, interior repairs and improvements which are not urgent are being carried out during the winter months. Suppliers have been contacted in order to ascertain if they have seasonal unemployment problems which can be helped by an adjustment in government purchasing procedures. All departments and agencies which can assist in any way in the reduction of winter unemployment have co-operated wholeheartedly.

Results are not easy to assess in any detail. It is felt that the campaign to

provide more winter employment has so far been successful.

Much of the effort to provide more winter employment has been aimed at the construction industry. The accompanying graph shows clearly the progress that has been made in that industry. It is not possible to give comparable illustrations for other industries but progress is being made.

Only the second year of a sustained campaign to reduce winter unemployment has been completed. The co-operation of all who might assist through their activities or spending programs has not yet been enlisted. Granted there are other activities and circumstances which may be partly responsible for the improved conditions during the past winter. There can be no argument, however, about the usefulness of the activities to combat seasonal unemployment up to the present time.

Industrial Fatalities in Canada, 1955

Fatal accidents in industry last year numbered 1,341, an increase of 11 over 1954. The number of injuries during the year rose to 496,639

During 1955 industrial fatalities in Canada totalled 1,341,* an increase of 11 from the 1954 figure of 1,330. Included in the final figure for 1954 are 21 deaths not previously reported. Injuries, both fatal and non-fatal, reported by Workmen's Compensation Boards increased from 463,943 in 1954 to 496,639 in 1955.

The accidents recorded are those which involved persons gainfully employed and which occurred during the course of, or arose out of their employment. Also included are deaths from industrial diseases as reported by the provincial Workmen's Compensation Boards. Reviews of industrial fatalities appear quarterly in the LABOUR GAZETTE.

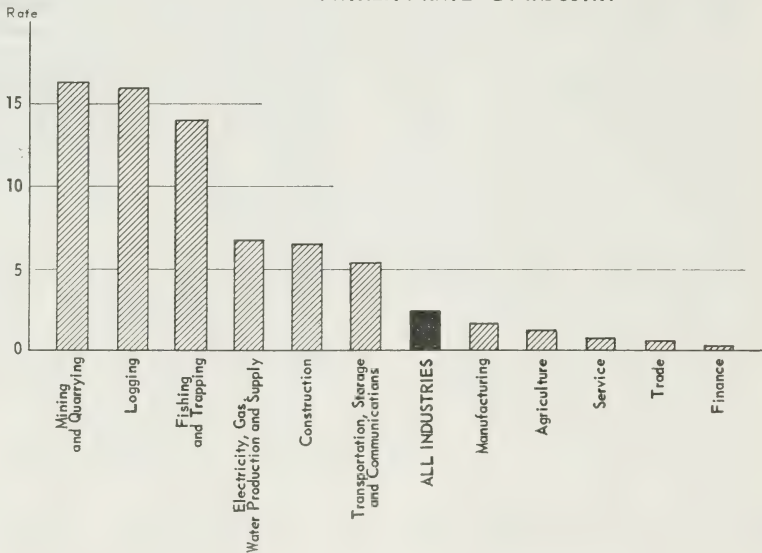
The fatality rate (number of fatalities per 10,000 workers) has shown a gradual decline over the past ten years, as indicated by the following table:

Year	Labour Force (000,s)	Industrial Fatalities	Rate
1946....	4,686	1,378	2.9
1947....	4,844	1,476	3.0
1948....	4,886	1,387	2.8
1949....	4,948	1,385	2.8
1950....	4,997	1,277	2.5
1951....	5,112	1,415	2.8
1952....	5,179	1,449	2.8
1953....	5,246	1,359	2.6
1954....	5,194	1,330	2.6
1955....	5,327	1,341	2.5

Annual statistics on industrial fatalities are compiled from reports received from the various provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Press reports are used to supplement these data but accidents reported in the press are included only after careful inquiry to avoid duplication. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial accidents may be omitted from the Department's records because of a lack of information in press reports.

*See Tables H-1 to H-5 at back of book. Of these 1,341 fatalities, 1,040 were reported by the Workmen's Compensation Boards and the Board of Transport Commissioners. The other 301 were compiled from other sources. For the industry breakdown of the latter figures see footnote (1) Table H-1.

FATALITY RATE * BY INDUSTRY 1955



* Rate is the number of fatalities per 10,000 workers.

During 1955, there were 15 industrial accidents that caused the death of three or more persons in each case. On November 3, seven men aboard the coastal freighter *Mabel Dorothy* were lost at sea when their ship ran aground on Horse Island off the coast of Newfoundland while en route from Roddickton, Nfld., to North Sydney, N.S. Seven men, all employees of a large construction firm, were drowned on November 6 when the dredge *Fundy* sank in the St. Lawrence River near Rimouski, Que. At the time of the mishap the dredge was being towed to Montreal from Catalina, Nfld.

On June 7, an aircraft crash near Edmonton, Alta., cost the lives of three pilots, two mechanics and an aircraft engineer. The six men, employees of an air transport company, were on a test flight when the accident occurred. At Stave Lake, B.C., five loggers were drowned on March 1 when the boat in which they were returning to work after a winter layoff struck a snag and sank. A plane crash in British Columbia on August 5 resulted in the deaths of the pilot, co-pilot and three men travelling in connection with their work.

There were three accidents which resulted in the deaths of four persons in each case. On June 14, a plane chartered by a logging company disappeared while on a timber-survey flight in the Ocean Falls, B.C., coastal area. Aboard the plane at the time of the accident were the pilot and three timber surveyors. Four men, employees of a large oil company, were killed August 13, at Sturgeon Lake, Man., when the plane in which they were travelling developed engine trouble and crashed. In an accident at sea on November 10 four fishermen lost their lives when the seiner *Westener* was battered by heavy seas in the Gulf of Georgia off the coast of British Columbia. Three of the men died from carbon monoxide poisoning when they were trapped in the sleeping cabin and the fourth is missing and presumed to have been washed overboard.

The remaining seven accidents were responsible for the death of three persons in each case. On May 20, three construction workers were killed at Port aux Basques, Nfld., when their truck was struck by a train. Three bushworkers were drowned near Cochrane, Ont., on June 13 when their heavily laden boat struck a deadhead and sank. At Chicago, Ill., three

tugboatmen lost their lives on July 20 when the Canadian tug *Helena* capsized and sank in the Calumet River. On August 30, three construction workers were killed at Montreal when a cement marquee fell from the third storey and struck the men working two floors below. A forest fire brought death to three loggers on September 30 when it swept through their camp in the Sandilands Forest Reserve in Manitoba. At Quirke Lake, Ont., three diamond drillers were drowned on November 15 when their heavily laden boat upset during a snowstorm. Three workmen employed by the Federal Government at Ottawa were killed on December 10 when a connection on a steam boiler broke and scalded them to death with live steam.

Fatalities by Causes—An analysis of the causes* of the 1,341 fatalities that occurred during the year shows that 358 were the result of being "struck by tools, machinery, moving vehicles and other objects". Within this group the largest number of deaths was caused by falling trees (77), automobiles and trucks (39), objects falling in mines or quarries (32), materials falling from stockpiles and loads (29), and trains or other railway vehicles (28). Accidents that involved "collisions, derailments, wrecks, etc." were responsible for 326 of the industrial deaths during the period. These included 132 fatalities

*Table H-2 contains information on industrial fatalities classified by industry and cause; the cause classification used is that adopted January 1, 1952.

involving automobiles or trucks, 57 involving watercraft, and 52 as the result of tractor or loadmobile accidents. In the classification "falls and slips" 243 fatalities were reported. Of these, 227 were caused by falls to different levels.

Fatalities by Provinces—The largest number of industrial fatalities in any province in 1955 was 421 in Ontario, an increase of 27 over the previous year. Of these, 89 occurred in manufacturing, 71 in construction and 57 in the transportation group. In Quebec 279 fatalities were recorded, including 82 in construction, 47 in transportation and 42 in manufacturing. British Columbia followed with 251 during the year. Accidents in the logging industry were responsible for 88 of these fatalities. (See Table H-3.)

Fatalities by Industries*—The highest percentage of the 1,341 fatalities in 1955 was in construction, with 18.5 per cent, an increase of .5 per cent over the previous year. In the transportation industry the percentage increased from 14.9 per cent in 1954 to 16.3 per cent in 1955.

Fatalities in manufacturing accounted for 16.0 per cent, compared with 15.9 per cent last year; in logging, 13.5 per cent in 1955 compared with 13.0 per cent in 1954. The fatality rate by industry is shown by the accompanying chart.

*See Table H-4 for an analysis of fatalities by industries and months. The number of fatalities in each industry is expressed as a percentage of the grand total. The latest available figures of persons employed in the various industries are also given.

Factory Inspection in Great Britain

Continuing increase in the working population is reflected in a rise in the number of accidents, Chief Inspector of Factories reports in his annual review of his Department's work for 1954, summarized here

A continuing increase in the working population of Great Britain is reflected in a rise in the number of accidents, the Chief Inspector of Factories reports in his annual review of the work of the Factory Department of the Ministry of Labour and National Service for the year 1954. Full employment is also reflected in the changing pattern of hours worked.

Automation is discussed and its eventual influence on the cleanliness and safety of the factory is foreseen.

The report reveals continuing progress in methods of fencing and other safety

measures and a general improvement in working conditions in factories with respect to cleanliness, lighting, washing and cloak-room facilities, and cheerful surroundings.

The work of accident prevention organizations and committees is reviewed, and various schemes for training workers are described. It is noted that many training schools for both apprentices and others now stress training in safety and health.

The contribution of older workers in many factories is increasingly valued, and in 1954, for the third year in succession, the

accident rates for persons over 60 years of age employed in factories were less than for younger workers.

The increase in the factory population over the previous year, when the total number of persons employed was the highest recorded in times of peace, the Chief Inspector attributes to an increase in the number of medium and larger-sized factories. There were fewer factories registered at the end of 1954, however, as a result of a decrease in the number of the smaller-sized plants. The number of power factories registered totalled 212,909, compared with 214,020 at the end of 1953. The number of non-power factories decreased from 21,032 to 18,955. There was a 10-per-cent increase in the number of registered building operations during the year and an increase also in works of engineering construction.

Industrial Developments

In the design of factory premises, the trend is towards single-storey buildings with wide-span roofs. Columns, pillars and roof trusses are being avoided as far as possible to allow increased headroom for mechanical conveyors and lifting devices, and the use of lightweight movable walls, partitions or roof sections permits re-arrangement of production or easy moving of goods or materials.

The whole pattern of the manufacturing process is changing, the report states, as mechanization of production continues to increase, the greatest advances being in the industries in which raw or finished materials are handled in bulk—oil refineries, chemical, gas, cement, brick and tile works, flour mills, etc. In some industries pneumatic and hydraulic conveying is used in addition to the more conventional mechanical methods.

Automation

The British Factory Department is watching with interest the development of automation and foresees its eventual influence on the cleanliness and safety of the factory "because the machine will be remote from its human supervisor". An increase in automatic handling, too, is predicted, which in turn will eliminate many accidents caused by handling of goods and materials.

There is also a strong possibility, the report states, that shift working will increase, since the system would otherwise be uneconomical. It is pointed out, however, that methods of automatic production in one form or another have been a growing feature of industrial development

for many years and that the real novelty of the present phase lies in development in the field of electronics during and since the last war. As a result, entirely new conceptions of master control of machinery and processes independent of human intervention have been formed.

"We are only at the beginning of this new development," the Chief Inspector says, "which is being hailed by visionaries as the second industrial revolution. Whether this is true, only time will tell. I am satisfied, however, that what is called the 'push-button factory' will take a long time to develop.... I do not, however, visualize any drastic overnight changes."

Electrical and Radiological Developments

Marked activity continues to characterize the electrical supply industry, the report states. The amount of new generating plant brought into commission during the year was nearly twice as much as the highest amount in any post-war year. It was still, however, substantially below that originally planned and many obsolescent generating sets, inefficient and expensive to operate, had to be kept in service.

The demand by industry for new supplies of electricity to secure higher production is greatly increasing and will likely continue for many years. The continuing tendency towards industrialization of the sparsely populated areas of the country has reduced the risk of fire from defective electrical wiring which existed in old and unsuitable premises in some cities and towns.

Reference is made to the dangers inherent in the use of cranes, excavators and steel scaffolding in the vicinity of overhead transmission lines, and it is suggested that on large building sites and works of engineering construction over which high-voltage power lines pass, "it is a good practice to employ watchers, whose sole duty is to see that no dangerous work is carried on in the vicinity of the lines".

On the subject of interlocked guarding of dangerous machinery by electrical means, the Chief Inspector makes the following comment:

It is common practice to provide a switch which is actuated by moving the guard of some dangerous part of a machine, but all too frequently this is done without proper consideration of the consequences of a failure of the switch. When examined, it will be found that most of these switches rely ultimately on the performance of a small spring which, if it breaks, allows a dangerous mechanical condition to obtain. However, if the risk of failure is borne in mind a designer can arrange that when spring breakage occurs the contacts fall apart to safety; alternatively, he may choose a circuit which

will give a safe condition in these circumstances. Although either of these are practicable, it is unwise to rely on such a narrow margin, and two switches, connected electrically in series but actuated by independent mechanisms, should always be the aim. Furthermore, it is useless to provide any device which can be defeated readily, as experience shows that operatives will all too often do this, to their own danger, if there is a real or imaginary hindrance of their work. Even with the best-designed arrangement, any device operating in a shunt circuit can give rise to danger if there is a defect in the contactor or associated wiring, and there is in consequence a real need for the development of suitable series switches for the positive opening of the circuit. Failing this, a direct mechanical link between the clapper of the contactor and the guard has much to commend it.

With regard to radiological developments in industry, it is reported that the increasing use of gamma ray radiographic sources has not resulted in any appreciable decline in the use of X-rays for the radiography of castings and welds. The newer method has tended rather to supplement the older one, and in 1954 a number of firms built combined X- and gamma ray departments after submitting plans to the Department for comment. The Chief Inspector notes with satisfaction the considerable number of firms who submitted their plans for new or reconstructed gamma radiography rooms to the Factory Department before beginning building operations. In such cases it was possible to make suggestions for the improvement of the protective arrangements proposed.

Several incidents of theft, loss and spillage of radiographic sources and other radioactive materials are recounted, and while none had serious consequences, they will be taken into account by the Factory Department in the consideration that is now being given to statutory regulation. In one instance cited:

At a firm using one of the very few radium radiographic sources now left in service in industry, the 250-milligram radium capsule fell off the end of its handling rod after use panoramically, and was not immediately missed. Subsequent search located it in the possession of a worker who had picked it up thinking it was some sort of "nut", put it in his pocket for a short time and, after showing it to a fellow worker and to his foreman, neither of whom recognized it, put it in his tool-box.

Fortunately, the Chief Inspector adds, no radiation burns resulted in this case but in future the source capsule would be painted a distinctive colour, fixed more securely to its holder, and the holder examined carefully after each use.

Reference is made to the Factory Department's pamphlet "Precautions in the Use of Ionising Radiations in Industry" which was revised in 1954.

Safety Developments

The Report reviews the developments during the year in methods of fencing machinery and other safety measures with particular reference to the progress made and problems met in the textile, printing, cable-making, food machinery, woodworking machinery and celluloid film industries.

With regard to new machinery, the Chief Inspector refers to the statutory obligation on suppliers to fence certain dangerous parts and points out that compliance with the law is still far from complete. Each year inspectors' reports reveal a large number of cases of new machines with parts either unguarded or only partially guarded. Sometimes the machines concerned have been of foreign origin and in such cases the practice has been to approach the supplier in Great Britain with a view to obtaining the co-operation of the maker for the provision of guards on future machines. During the year more than 800 cases were reported of recently supplied machines which were found to be deficient, this total including machines for almost all industries. More than half of the machines, however, were those in four important industries—printing, dough and confectionery, woodworking and textiles.

Accidents

For the second time since the war there was an appreciable increase in the number of accidents. The total reported in 1954 was 185,167, compared with 181,637 in 1953. In factories only, the number increased by 1·8 per cent, from 158,597 to 161,458; in other places covered by the Factories Acts, from 23,040 to 23,709, an increase of 2·9 per cent. The number of fatal accidents in all premises again decreased, from 744 to 708.

The accident rate per thousand workers in factories only was 22·4 in 1954. The rate for all workers in 1953 was 22·7 and in 1952, 22·5. This small variation in rate during the last three years, the report says, is due to a number of factors, the significance and effects of which are difficult to assess and analyze. The steady rise in industrial production since 1952 has not merely involved an increase in the number of persons employed but has involved more overtime, less short-time, an increase in the tonnage of materials handled, and perhaps most important of all, the absorption into factory employment of many persons who were unfamiliar with industrial hazards. The Chief Inspector observes that there is a tendency to think that adult males starting work are not in need of instruction and supervision, although it is realized that

young persons starting work must have training because of their lack of experience.

An analysis of accidents by age and sex reveals an increase in all groups, thus reflecting the increases in the number of persons employed in each group. For male workers the rate per thousand for all groups declined slightly from 29·2 in 1953 to 28·9 in 1954 but the rate for females rose from 10·1 to 10·2. Again this year the Chief Inspector expresses the hope that a real attempt will be made to bring these rates below the level of about ten per thousand. Having regard to the number of women who have gone into industry for the first time during the past two years, it is suggested that some firms may not be devoting the attention to accident prevention among their female workers that is required.

An analysis of the cause of accidents also reflects the increase in employment and production. From the tables setting forth the numbers and percentages of accidents by cause in factories from 1947 to 1954, it is shown that, broadly, the pattern remains the same but the report draws attention to some interesting changes. For example, between 1947 and 1954 there was a notable decrease in the percentage of accidents caused by the handling of goods—from 29·15 to 26·90—which the Chief Inspector says is no doubt largely due to the increase in mechanization. There was a decrease in the percentage of accidents caused by power-driven machinery, from 16·70 in 1947 to 16·27 in 1954. This latter decrease during a period of increasing production and mechanization, the Chief Inspector comments, is a tribute to the work that has been done in the safeguarding of machinery.

He expresses disappointment, however, that there has not been an appreciable decrease during the past three or four years in the number of accidents due to "persons falling", "struck by falling body" and "stepping on or striking against objects", in some respects the most difficult causes to cope with because of the many intangible factors involved.

Accidents to Young Persons

The increase in the number of accidents to young persons, as in the case of other groups, was mainly due to increases in the numbers employed. In all premises under the Factories Acts there were 9,522 accidents to boys in 1954, an increase of 288 over the figure for 1953; accidents to girls numbered 3,466, an increase of 117 over the previous year. The ratio of accidents

to young persons to those of all workers remained practically unchanged at about 7·5.

The report emphasizes the importance of educating young workers in accident prevention and points out that the accident proneness and inexperience of the young worker, together with the disturbing influence of a strange environment, make action necessary on the day on which he enters the factory and before he is put to work. "His training in safety must be intensive; time is not on his side, for a substantial number of accidents to young persons happen within a few days of their starting factory work."

Accidents to Older Workers

There continues to be an annual toll of accidents in the 60 and over age group, the report states, in spite of the experience and "unexpected toughness" of many older workers. Their contribution, however, is increasingly valued in many factories and older craftsmen are often retained in trades in which there is a high accident risk. Older women, generally, do not continue working as long as men but there are some exceptions, as in the instance cited of the two ladies over 80 years of age who were found working at herring curing in Yarmouth and Lowestoft.

Accidents to persons aged 60 and over reported in 1954 numbered 13,552, of which 12,806 occurred to men and 746 to women. The number reported in 1953 was 12,946. A comparison of the accident rates in relation to age groups on the basis of the reported accidents per thousand in factories reveals that again in 1954, and for the third successive year that these figures have been available, the rates for persons aged 60 and over were less than for those in the 18 to 59 age group.

Less agility on the part of some older workers, as indicated by the number and severity of accidents caused by falls, creates the need for special care for older workers. The importance of clear floors, safe staircases and good lighting is stressed. Difficulty has been experienced, however, in getting some older workers to take precautions against risks and, consequently, many accidents to this group "are due to stubborn insistence on the part of the injured persons that they can climb, lift or pull as well as ever".

Many firms are taking steps to ensure safer and more comfortable conditions of employment for their older workers. Some managements allow the elderly to leave work a few minutes earlier to avoid the risk of accidents from jostling by the

crowds; others put them on light work as messengers, sweepers and cleaners, etc.

Special Accidents

Several chapters of the report are devoted to accidents in special industries (rubber making, paper producing, leather working, building operations, the construction and installation of engineering plant), to accidents in special causation groups and at various types of machinery, to electrical accidents and accidents caused by fire and pressure vessel explosions.

There was a slight increase in the number of crane accidents, from 3,912 in 1953 to 3,940 in 1954, of which 64 were fatal. Many crane accidents are attributed to faulty slinging and errors in signalling.

With regard to accidents at power presses, there was a sharp rise over the previous year in the number of tool and die accidents, from 245 in 1953 to 291 in 1954, although the number was slightly lower than the figure for 1952, which was 296. The increase in the number of accidents where interlocking guards were in use, from 59 to 93, the Chief Inspector attributes partly to the increased use of this type of guard and partly to expanding production. He stresses the need for routine maintenance of presses and guards of all kinds. Die-casting machines were responsible for 53 accidents in 1954. Accidents occurring at hydraulic presses employed on plastic moulding operations numbered 31, of which 19 occurred at injection moulding machines.

There were 39 accidents on hydro-extractors and centrifuges, 18 of which occurred in laundries.

Electrical accidents, which under the Factories Act, 1937, are reportable only in the case of a person disabled more than 3 days from earning full wages at the work at which he was employed, decreased from 744 to 707. Of this number, 33 were fatal.

Accidents due to inflammable liquids reported in 1954 numbered 457, including 10 fatal accidents. The figure for 1953 was 425, of which 20 were fatal. A substantial decrease, however, is noted in the number of accidents involving steam pressure vessels and equipment, from 83 in the previous year to 53 in 1954 with 6 fatalities.

Accident Prevention Organization

Although there is evidence that the importance of the human factor in accident prevention organization is being more widely realized than formerly, district inspectors report a lack of enthusiasm for safety on the part of the safety officers in some firms, with the result that the worker

is not aware of the part he is expected to play in accident prevention. Physical remedies by themselves, the Chief Inspector says, cannot ensure success in preventing accidents; it requires the continuous co-operation of individual men and women.

"All too many managements are luke-warm in the cause of accident prevention and the workers' organizations are not always enthusiastic. An attack on the human factor demands that there should be some individual in the organization with qualities of leadership, initiative and enthusiasm," the Chief Inspector states.

Various examples are given of firms whose accident record greatly improved after both management and workers had co-operated with enthusiasm in the matter of safety.

With regard to safety committees, Inspectors have noticed instances of firms whose committees consist entirely of management and experts, and they appeared unwilling to admit employees from other ranks. This policy, the Chief Inspector points out, defeats the main object of a safety committee, which is to make all workers safety-conscious. He suggests that the work of safety committees might be broadened to include health matters, since safety is so very closely associated with a healthy environment. So far this step has been taken in only a few instances.

Committees are also advised not to confine their work merely to discussion round a table.

At a large plastics factory, the committee carried out an accident prevention survey of one section of the factory each month. . . . The arrangements for following up points made by the committee were effective. The Secretary was responsible for ascertaining progress made and for keeping the committee informed, with the result that the recommendations were either carried out or else were referred back for further consideration if difficulties arose. Following the bursting of an abrasive wheel at this factory in circumstances which showed that the dangers of these wheels were not fully appreciated, arrangements were made for a representative of the manufacturers to visit the factory and give a talk to all staff who might have to use abrasive wheels.

Training

On the subject of training, the report states that many training schools, for apprentices and others, are devoting considerable attention to training in safety and health. The courses include lectures on the more important aspects of the subject by safety officers, works doctors or nurses and outside speakers. Some firms make a point of sending their instructors to the safety officers' training courses run by the Royal Society for the Prevention of

Accidents, so that accident prevention can be included in the curriculum.

Employers' associations, too, are active in organizing training schemes in their respective industries and some of the schemes established in various firms are described. "Whether the hazards of a factory are great or small," the Chief Inspector observes, "training for production should never be divorced from training for safety."

Health and Welfare

The national interest in health matters, stimulated by full employment, medical services, better housing and other related factors, was reflected in a general improvement in working conditions in factories and a greater appreciation on the part of the workers themselves of the amenities provided. Cleaner premises, lighter and more cheerful surroundings and improved washing and cloakroom facilities were noted in 1954. Improvement in general working conditions was particularly noticeable in "traditionally unpopular" industries such as scrap-metal and waste material reclaiming.

In spite of the progress noted generally, however, there were still many cases of overcrowded workrooms, unsatisfactory standards of sanitary accommodation and inadequate sources of drinking-water.

The importance of appointing works doctors and nurses, both full and part-time, to attend to health matters generally and to watch for toxic hazards continues to be more widely recognized. Inspectors, too, the report states, are constantly on the alert for the use of materials involving health hazards, and examples are given of measures which have been taken to reduce health hazards in particular processes, and to eliminate dust and noise.

First Aid

The importance of adequate first-aid facilities and competent, properly-trained attendants is emphasized. It is also pointed out that although first-aid requisites of some sort are found in most factories, there is a marked contrast in the standard of facilities provided. Many small factories barely meet the legal requirements. It is suggested that more could be done in sharing first-aid facilities among groups of neighbouring factories. During 1954 there was a steady increase in the number of ambulance rooms put to use and it was noted that ambulance rooms were being provided for in plans for new factories of any substantial size.

Cleanliness

There were some encouraging signs that more employers are tackling the problem of cleanliness in their factories. Standards varied, however, some managements, apparently, having no idea of proper standards. The shortage and high cost of labour are cited as two outstanding factors militating against the maintenance of high standards of cleanliness. The accumulation of dust given off from certain processes is also a handicap to clean premises and the Chief Inspector suggests that the efficiency of enclosures and exhaust appliances should be improved.

Temperature and Ventilation

In general, most factories are fairly well heated but it is pointed out that more could be done to improve conditions if thought were given to the use of modern equipment and to making adequate preparation for proper systems of ventilation and heating when a building is being erected.

Lighting and Colour

Substantial progress in the provision of natural and artificial lighting was made during 1954. Again the Chief Inspector emphasizes the importance of frequent window cleaning if natural lighting is to be maintained and refers to various devices being considered in the design of new buildings to make window cleaning easier and cheaper. An example is given of one large factory which has a special trolley arranged on the roof from which the windows can be hosed down, with little trouble, at reasonable intervals.

Advances have been made, too, in the field of outside lighting, increasing use being made of floodlighting. Lack of attention to the lighting of passageways was noted and Inspectors report that it is not uncommon to find well-lighted rooms connected by dimly-lit passages.

The use of colour has become widespread, extending to industries which were formerly described as dirty and drab, and in progressive factories thought is now being given to the colour of the workers' overalls.

Washing Facilities

The removal of building restrictions during 1954, the report states, enabled many firms to proceed with the erection of new welfare blocks, some of which included washing facilities well in advance of the legal requirements. In special industries, too, where legal obligations to provide baths and changing accommodation are imposed because of a specific health risk or excessive dirt, heat and

general discomfort, observance of the law was encouraging. In iron and steel foundries, for example, which were obligated to comply with the Iron and Steel Foundries Regulations, 1953, in this respect by January 1, 1956, it was noted that shower baths and changing accommodation were already being provided in many cases and others were in the course of erection.

Clothing Accommodation

Although many firms are realizing that accommodation must be provided for personal belongings if workrooms are to be kept tidy, progress towards securing the provision of these facilities in every factory continues to be slow. The need for providing means of drying wet clothing is frequently overlooked, and it is suggested that such facilities should be independent of the factory heating system to ensure that wet clothes can be dried during summer as well as winter months. In one firm, the report states, "a new drying arrangement recently installed consists of hooks fitted to frames made partly of steam-heated tubes".

Seating

The provision in the Factories Act, 1948, governing seating facilities, and the advice given by Inspectors on how the provision may be carried out in practice, have brought about a substantial improvement in the number and suitability of seats provided in factories. Most firms show a preference for ready-made seats and the availability of seats of good standard has contributed to the improvements noted generally. The wide variety of efforts to improve or improvise seats, the Chief Inspector observes, disproves another current fallacy, that workers do not care what they sit on. The Factory Department's Welfare Pamphlet (No. 6), *Seats for Workers in Factories*, is recommended as a useful source of information on good seating practice.

Canteens

The lifting of food rationing during the year under review was responsible for a wider variety of foods and prices and more attractive menus in factory canteens. There was a noticeable improvement, too, in canteen hygiene, and an increasing interest in the training of canteen staff. Many canteen managers are co-operating with the technical colleges which give catering courses by permitting full-time students to work in their canteens for short periods to study the needs of the industrial worker.

Hours of Work

Full employment in most industries was reflected in the hours worked. In many industries, the actual hours worked by men and by women and young persons over 16 years exceeded considerably the normal basic week of 44 or 45 hours in a five-day week. The increasing number of women employed, often in processes linked closely with those done by men, the report says, has made it increasingly difficult for employers to comply with the provisions of the Factories Acts governing the employment of women. The serious shortage of labour during 1954 was probably one reason for the increase in the number of cases of illegal employment of women and young persons at night and on Sundays, and the employment of children during school holidays. In one such case cited in the report, "the investigation of a fatal accident to a boy of 15, who had been employed as a crane driver in an iron and steel works, revealed that he had been illegally employed during the night".

Of 95 Orders made in 1954 under Section 83 of the Factories Act, 1937, to permit the period of employment to begin before 7 a.m., 55 were renewals of previous Orders. Emergency powers continued to be used during the year to permit arrangements of hours which are not normally allowed under the Factories Acts and the number of applications received for such special schemes reflected the increase in industrial activity. Of the 2,364 Orders and Permissions in force in November 1954, 2,020 covered day-work and part-time evening employment schemes and 344 covered shift-work. Part-time evening work permitted under the Factories (Evening Employment) Order, 1950, was used to a considerable extent in 1954. It was particularly useful in the textile trades, the report states, "where married women who are employed during the day refuse to work overtime because of their domestic responsibilities; this overtime is then frequently undertaken by other married women who find evening employment more suited to their particular needs than day work".

Other Developments

Other chapters of the report deal with special statutory regulations, industrial poisoning and diseases, and the staffing of the Factory Inspectorate. The Chief Inspector also reviews the functions and activities of the Joint Standing Committees

created on the recommendation of the Joint Advisory Committees. The latter, which are composed of representatives of employers' organizations, trade unions and the Factory Department, have been set up from time to time to advise the Chief Inspector generally or specifically on matters of safety, health and welfare in a particular industry or process. On the recommendation of these Advisory Committees, Joint Standing Committees have been established to note progress and

developments in such industries and processes as iron, steel and non-ferrous foundries, paper manufacture, power presses, drop forging, jute, wool, cotton spinning and cotton weaving.

A series of tables appended to the report give detailed statistical information on the numbers of registered factories in 1954, on accidents, dangerous occurrences and prosecutions reported during 1954, and on the administration of the Factories Acts, 1944 to 1954.

Report from Civilian Rehabilitation Branch

Firm Employs Handicapped Only

New Montreal Company, financed by businessmen-founders until it pays its way, now employing 11, hopes eventually to provide work for 500

"Unlimited Skills Limited" is the name of a company whose sole purpose is to provide employment for disabled persons in the Montreal district. The company was formed by Montreal businessmen, who will continue to finance it until it can pay its own way.

It is planned that 500 disabled persons will eventually be able to earn a living by working for the firm. Most of them would be persons who are at present dependent on a government disability pension.

So far 11 men are employed at such tasks as collating, packaging, piece marking, deburring and light electrical and mechanical assembly. Some work on aircraft pieces is also under way, and light press and machine work will be added shortly.

"Our every employee can earn dollar for dollar what the able-bodied man can," claims H. W. Royle, of Curtiss-Wright, the President of the new company.

* * *

Arrangements have been completed between the Unemployment Insurance Commission and the Poster Advertising Association of Canada for the display of posters designed to encourage the employment of handicapped persons. The Commission has supplied the Association with 800 posters in English and 200 in French, which will be distributed to the members of the Association to be displayed on billboards which would otherwise be vacant.

The offer to display the posters came from C. R. Brenchley, President of the Poster Advertising Association of Canada, and a member of the Montreal Council for the Guidance of the Handicapped.

* * *

"Those concerned with education should seek out the handicapped and make sure that they are sufficiently educated to make their way in life," said Ian Campbell, National Co-ordinator of Civilian Rehabilitation, Department of Labour, in addressing the Special Education Section of the Ontario Educational Association in Toronto recently.

A lack of basic education is the disabled person's greatest hindrance to securing extra training to fit him for a more satisfying place in the community, he told the meeting.

* * *

Construction of rehabilitation centres in Canada is proceeding rapidly.

Contracts have been let for the new Ontario Workmen's Compensation Board rehabilitation centre north of Toronto, to replace the famed Malton centre.

In Montreal, a campaign has been launched to raise \$3,100,000 to build new and more adequate premises for the Rehabilitation Institute of Montreal.

In Hamilton, the Institute of Physical Medicine and Rehabilitation has acquired property on which to build its rehabilitation centre. In Windsor, similar plans are being made.

50 Years Ago This Month

Employment increasing, wages rising and immigration mounting in the spring of 1906, as Canada went through a period of rapid economic expansion. In first week of April 1906, immigrants numbered 8,630

Canada was going through a period of rapid economic expansion in 1906. In April of that year employment was increasing, wages were rising and the flow of immigration was heavier than ever before. The building of new railway lines and the quickening settlement of the Prairies were the mainspring of this growth.

During the first week of the month, 8,630 immigrants arrived in Montreal, compared with 2,910 in the same week of the previous year. Ninety per cent of these arrivals were from the British Isles. Larger numbers of settlers were coming to Western Canada from the United States than in any previous period, and many Canadians who had moved to the Eastern States were returning to Canada. The number of arrivals through ocean ports and from the United States during the nine months July 1905 to March 1906 was 85,749.

Wage increases reported during April included the following: muckers at Rossland, 25 cents a day; plasterers at Ottawa, 5 cents an hour; painters at Ottawa, Saturday half-holiday without loss of pay; carpenters at Peterborough, 2½ cents an hour; granite cutters at Toronto, wages increased to a minimum of \$3 per eight-hour day; carpenters at Vancouver, wages increased from \$3.20 to \$3.60 per eight-hour day; bricklayers at Vancouver and Victoria, wages increased from \$4.50 to \$5 per eight-hour day.

Policemen at St. Thomas had their wages increased by \$100 a year to \$600 for the first year of service, \$650 for the second year, and \$700 thereafter. In Winnipeg, street railway employees had their wages increased one cent an hour after a strike; and street car employees in Victoria had their hours reduced from ten to nine a day, with a corresponding decrease in pay.

Carpenters at Welland, Ont., went on strike in support of a demand for union shops, all the building firms in the district having declared for "open shops". (This strike was never formally settled, but it was reported in the *LABOUR GAZETTE* for July 1906 that "conditions ceased to be affected".)

Early in April bricklayers and masons in Hamilton struck for an increase in wages from 45 to 55 cents an hour. This unofficial strike was settled 17 days later by an agreement which provided for 45 cents an hour for a nine-hour day, an advance to 47½ cents an hour for an eight-hour day the next year, and another increase to 50 cents an hour for an eight-hour day in 1908.

An employee of the Dominion Coat Co. brought a legal action against the company for breach of a section of the Coal Mines Regulation Act of Nova Scotia, which provided for payment of wages in money current in the Dominion of Canada and not otherwise. The company had deducted from the wages of the employee the amount of an account owing by him at the company's store for goods supplied. This was held by a JP's court at Glace Bay, N.S., to be contrary to the Act. The company was convicted and fined \$50 and costs.

An action for damages against the employing company was brought by the widow of a window washer who had been killed during the course of his employment the previous July. Evidence brought by the defendant showed that according to the company's practice the employee had had a choice of using a platform provided by the company for cleaning the outside of a window, or of taking the window out of the sash to clean it.

Instead of doing either of these things he had elected to make a platform for himself out of "rotten boards attached to pieces of scantling by a few weak wire nails. The moment he placed his foot on this structure he and it fell together into the yard below."

The court dismissed the action on the ground that the death of the deceased had been caused by his own gross imprudence.

In connection with a case in which an offender had been fined \$5 and costs or one month in jail, in the words of the *LABOUR GAZETTE*, "the Police Committee of the City Council of Montreal...gave instructions to the Chief of Police to see that the city by-law against Sunday shaving should be strictly enforced in future".

International Labour Organization

39th ILO Conference About to Open

Will give final reading to two new draft Conventions, one on welfare facilities for workers, second on vocational training in agriculture

The International Labour Conference which is convening for its 39th session in Geneva June 6 to 28 will give a final reading to two new draft Recommendations concerning welfare facilities for workers and vocational training in agriculture, respectively.

A first discussion on the proposed new instruments was held during last year's Conference.

In preparation for the second and final discussion the ILO asked its 71 member countries for observations on the first drafts.

Forty-three countries have so far made observations on the text of the proposed Recommendation concerning welfare facilities for workers, while 46 have commented on the draft instrument on vocational training in agriculture.

These observations are analysed in two reports which will be before the Conference this year.

Welfare facilities mentioned in the draft relate to feeding, rest and recreation facilities as well as transport facilities to and from the places of employment.

The draft on vocational training in agriculture covers principles and objectives of such training, scope, methods, the role of farm and other interested organizations, and such national and international action as may be possible or desirable.

Unlike international labour Conventions, Recommendations do not have to be ratified by governments. They have, however, to be brought to the notice of legislatures or other competent national authority.

A two-thirds majority is required for the adoption of an instrument by the International Labour Conference.

In his annual report that forms the basis for the general debate at the Conference, ILO Director-General David A. Morse stresses the need to help countries maintain their economic and social security while undergoing vast and revolutionary changes in their way of life.

Mr. Morse describes the economic and social problems facing the world today and points out what is being done in the

various countries to solve them. In addition to what is being done on a continuing basis, Mr. Morse notes three specific new ILO developments that fit into the effort to improve social stability:—

Analysis of the social implications of technological change;

Workers' education to help trade unions to cope in an intelligent and responsible way with the changes taking place in the world;

Labour-management relations.

Next year's report, Mr. Morse indicated, will emphasize the labour and social aspects of the new technology, including the industrial application of atomic energy and automation.

In his introduction to the 130-page report, Mr. Morse describes the problems in broad terms. In a chapter on the labour and social situation he relates the more significant of 1955 events throughout the world.

A second chapter on the rural-urban employment relationship gives facts and figures on why there have been population shifts from country to city and vice versa, what problems have been created, and what is being done about the situation.

A third and final chapter describes the current program of the ILO and projects it into the future.

The Director-General notes that "conditions in many countries during 1955 were favourable to improvement of living standards and strengthening of social protection". But it is important to recognize that "many millions of workers are still living and working in conditions which fall well below any reasonable standards of health, decency and human dignity".

Mr. Morse considers that technological improvements have been a compelling factor in social progress over the year.

"Automation, electronics and the industrial application of atomic energy, moving ahead together with a host of other technological improvements, again focused attention on new prospects for material progress in all parts of the world and also on the new problems which are arising for management, for workers and their unions and for governments."

There has been an increasingly responsible approach to these new developments, as shown in the case of automation. In 1955 conferences and meetings, often bringing together management and labour to study the introduction of automation and its effects, were held during the year in a great many countries, including Australia, France, the Federal Republic of Germany, Poland, the Union of South Africa, the United Kingdom, the United States and the USSR.

The International Conference on the Peaceful Uses of Atomic Energy, convened by the United Nations in August, stimulated the industrial application of atomic energy. It showed that the production of electricity from nuclear energy is a practical possibility and that radio-isotopes are already being extensively used in industry.

The concern with the social aspects of technological change "is helping to centre attention on the real problems and to dissipate the imaginary ones, to create the attitudes and understanding on which the acceptance of change depends, and to work out practical solutions for the problems". The respective roles of employers, trade unions and governments are becoming defined and accepted. And, the Director-General says, the more active concern of business leaders for the social consequences of technical change is "one of the significant trends of recent years".

It was "a lively and somewhat restive year" in 1955 so far as industrial relations were concerned. Many of the problems of accelerated industrialization had an impact. Concern with technological change was reflected in a renewed struggle by workers against employment insecurity. A drive for increased wages was also apparent. In many less developed countries there was a continued demand for trade union recognition and for the right to strike.

Statistics now show that 1954 was the most industrially peaceful postwar year, while in 1955 signs of increased labour unrest emerged in a number of countries: in Belgium, Chile, Finland, France, the Federal Republic of Germany, Japan and the United Kingdom, for example. Statistics from the 28 countries reporting to the ILO showed that in 1954 some 46 million man days were lost in industrial disputes while in 1955 the figure was about 60 million. But the situation gave no real cause for alarm.

For management the key problems of the year seemed to be those connected with securing greater co-operation from the unions in achieving higher productivity and learning to cope with skill shortages in conditions of full employment.

The Conference will also examine the report of an ILO committee of experts on the application of Conventions and Recommendations. More than 4,000 reports from governments concerning the manner in which they have applied the international labour standards adopted by the general Conference of the ILO have just been examined by the committee.

The examination by the committee of experts is part of the machinery devised to ensure the proper application by governments of the requirements of the conventions they have voluntarily subscribed to. Part of the process calls for governments to submit their reports to the appropriate employers' and workers' organizations.

In its report, the committee noted that an increasing number of conventions were coming into force and new ratifications were being registered. In 1955, five new conventions came into force, bringing the total now in force to 85. During the same year, 65 new ratifications were registered, bringing to 1,527 the total number of ratifications at the end of the year.

131st Session, ILO Governing Body

Decides to postpone until its November meeting discussion of report on freedom of employers' and worker' organizations, but meanwhile to submit the report to the International Labour Conference next month

The Governing Body of the International Labour Organization, at its 131st session in March, decided to postpone to its November session discussion of the report of the Committee on Freedom of Employers' and Workers' Organizations. At the same time it agreed to submit the

Committee's report to the ILO Conference next month, suggesting that the Conference have an exchange of views on the subject.

This exchange of views would not be designed to result in formal conclusions,

in order to avoid prejudicing later discussion by the Governing Body; but it would be intended to provide the Governing Body with information on the general views of the Conference delegates.

The Governing Body, which has for some time been preoccupied with certain problems relating to the representation of employers and workers in the ILO, decided in March 1955 that an inquiry should be undertaken to determine the extent to which employers' and workers' organizations are free from government domination and control.

An independent committee was accordingly named, with Lord McNair, former President of the International Court, as Chairman.

The Governing Body decided to appoint a three-party committee to consider the question of the reduction of hours of work, in an attempt to secure as much agreement as possible on the analysis of the problem, the probable repercussions of such a reduction, and the action to be taken by the ILO.

A list of countries to be invited to send representatives to the Preparatory Technical Maritimes Conference to be held in London next September and October was approved by the Body. The 21 countries which are members of the Joint Maritime Commission, of which Canada is one, were included in the list.

The Governing Body considered the report of a working group of experts whose object was to help the ILO in preparing a final draft of the International Standard Classification of Occupations for submission to the Ninth International Conference of Labour Statisticians.

A proposal that the Governing Body should authorize the Director-General to prepare an instrument for the international exchange of workers was opposed by the Canadian government member on the ground that there were already other such schemes in operation or contemplated, and that it would be advisable to wait and see whether there was any need for the ILO to embark on another scheme of the kind.

A vote taken on the proposal showed 15 votes in favour and 14 against, with nine abstentions.

The Governing Body's session was held under the chairmanship of A. H. Brown, Canada's Deputy Minister of Labour and permanent member of the Body. Mr. Brown was accompanied by H. Allard, Canadian Permanent Representative to the European Office of the United Nations, and assisted by J. E. G. Hardy of the Canadian Embassy in Rome and Paul Goulet, Director, ILO Branch, Department of Labour.

The 132nd session of the Governing Body is to be held on June 1 and 3, 1956.

Forced Labour Still Exists in the World—ILO Committee

Although there has been some improvement, the committee's unanimous report says, the improvements "could not be regarded as major advance"

The International Labour Organization's Committee on Forced Labour has reached the unanimous conclusion that definite systems of forced labour still exist in the world. Although there has been some improvement in the situation in recent years, these improvements, though welcome, could not be regarded as a major advance, it said.

The report said:—

"The material placed before the Committee leads it to the firm conviction that there exist in the world today definite systems of forced labour: (a) as a means of political coercion or education; (b) as a regular and normal means of carrying out

state plans and projects for economic development."

Under this latter category, it said, came particularly "forced labour as a punishment for infringement of labour discipline, that is, failing to attain the prescribed standards of individual output or otherwise hampering the accomplishment of state plans for economic development".

"Apart from these definite systems of forced labour," the report continued, "this evidence reveals that there are in certain countries administrative practices and legislative enactments which would by interpretation or otherwise permit the use of forced labour for the above-mentioned purposes."

The Committee called attention to the fact that its report covered only 12 countries against which allegations had been received. The situation in ten of these countries—Bulgaria, Czechoslovakia, the Democratic Republic of Germany, Hungary, Poland, Portuguese territories, Rumania, Union of South Africa, USSR and Yugoslavia—had been investigated by the earlier joint UN/ILO Forced Labour Committee in 1953 (L.G., 1953, p. 1131).

Allegations against Albania and China were being investigated for the first time.

The Committee's general findings confirmed analogous conclusions reached by the previous *Ad Hoc* Committee in 1953. The report, however, added:—

"Nevertheless, the Committee notes that in certain countries amnesties were declared about 1953, and that some of these may have applied to political prisoners.

"In other cases the information available suggests that there has been an improvement in conditions in forced labour camps.

"While this is in itself satisfactory, it cannot be considered as a major advance, since the Committee is firmly of the opinion that the systems mentioned above should in any case be completely abolished."

In the absence of comments from most of the governments concerned, the Com-

mittee was unable to state conclusively whether the legislation on which it had based its conclusions was in every case still in force.

"One of the means of reducing the extent of forced labour throughout the world is to keep the spotlight of public opinion constantly focussed on the question," the Committee declared. It hoped that the international organizations mainly concerned would regularly review the situation and the progress made towards the abolition of forced labour practices.

The Committee felt that the ILO Convention of 1930 concerning forced labour was "inadequate to deal with new forms of forced labour which have been found to exist in a number of fully self-governing countries".

It welcomed the action already taken by the ILO to submit to the International Labour Conference this June proposals for a new international instrument or instruments which would:—

(1) prohibit forced labour as a means of political coercion or education, as a method of mobilizing labour for economic development or as a means of labour discipline;

(2) impose restrictions on certain forms of work or service excluded from the scope of the Forced Labour Convention of 1930.

5th Session, ILO Petroleum Committee

Meeting reaches conclusions on working conditions of contract labour in the petroleum industry, and on human relations in that industry

In countries where contract labour is employed in the petroleum industry, working conditions should be regulated by governmental authority in the absence of collective agreement, the Petroleum Committee* of the International Labour Organization declared at its fifth session in Geneva last month.

Recognition of individual rights is essential to sound human relations in the industry, the Committee also asserted.

These conclusions were reached with near unanimity by government, employer and worker representatives from 15 countries who considered an agenda which included a general report on industry

developments, and reports on contract labour in the petroleum industry and human relations in the petroleum industry.

Problems of contract labour arise when oil companies find it desirable or necessary to assign, on a contract basis, certain types of work to other firms, or to individual employers. Sometimes the employees of contractors enjoy less favourable conditions of work than their fellows employed directly by the oil companies.

The result, the Committee found, may be the creation of serious problems which tend to undermine normal and harmonious relations. Working conditions should be regulated by collective agreements freely negotiated between organizations of workers and employers, but, the Committee noted, in the absence of organizations or where industrial relations are inadequately developed, this cannot always be done.

*One of the ILO's Industrial Committees inaugurated in 1945 to deal with the particular problems of some of the most important international industries.

Accordingly the Committee, in its resolution on contract labour, dealt with the action that should be taken by the public authorities and by the oil companies entering into contracts with others.

The Committee said that the pursuit of a policy of good human relations should be the common aim of workers and management. Cordial co-operation would enhance the contribution of producing and refining operations to the prosperity of the community.

The following fundamental conditions seemed to the Committee to be of particular importance:—

The rights and the dignity of everyone should be recognized, including freedom of thought and liberty of expression, freedom to enter into membership of a trade union, and respect for national characteristics.

Human relations are everyone's responsibility and are both individual and collective.

The building up of good human relations requires continuous effort.

The greater duty rests with management which must treat the individual worker with consideration and respect.

Progress in building up good human relations can only be made on a foundation of good basic terms and conditions such as are normally the subject of collective bargaining.

Part of a good human relations policy is to seek to insure security of employment, to preserve the means of livelihood of the workers, and to safeguard and improve their conditions of service and working conditions.

The Committee also noted the personnel practices which should be followed by management and the procedures which should be supported by the workers, such as communications and grievance machinery.

The Committee's conclusions will be submitted in the first instance to the Governing Body for further consideration.

The chairman of the session was Sir Guildhaume Myrddin-Evans of the United Kingdom.

The following 15 countries took part in the session: Burma, Canada, Colombia, Egypt, France, Indonesia, Iran, Iraq, Italy, Japan, Mexico, the Netherlands, Peru, the United Kingdom, and the United States. Brazil and the USSR sent observer delegations.

The Canadian delegation was as follows:—

Government Delegates—Bernard Wilson, Assistant Director, Industrial Relations Branch, Department of Labour; and Marcel Guay, Regional Superintendent, Unemployment Insurance Commission, Montreal.

Employer Delegates—A. C. Harrop, Manager, Department of Employee Relations, Imperial Oil Limited, Toronto; and R. F. Hinton, Personnel and Industrial Relations Manager, Shell Oil Company of Canada Limited, Toronto.

Worker Delegates—M. L. German, President, Canadian District Council of the Oil, Chemical and Atomic Workers International Union (CIO-CCL), Saskatoon; and Gordon McIlwain, Vice-president, International Chemical Workers' Union (AFL-TLC), Toronto.

Opposition Voiced to Suggested U.S. Withdrawal from ILO

The withdrawal of the United States from the ILO, which was recently urged by William L. McGrath, the United States employer delegate in 1954 and 1955 (L.G., Feb., p. 214), is meeting with opposition from more than one quarter.

The Catholic Association for International Peace, whose president is Dr. Joseph Nuesse, Dean of the School of Social Science, Catholic University of America, said recently in a public statement that United States withdrawal from the ILO "would play directly into the hands of the Communists".

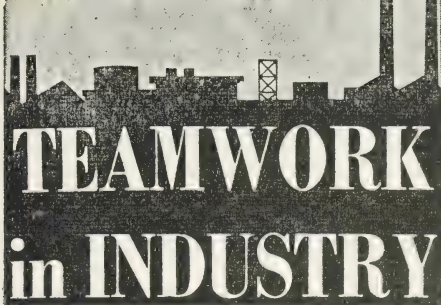
The statement said that although the Communists have 32 out of a possible 280

votes in the ILO annual conference, and are represented on the ILO Governing Body in the ratio of 1 to 39, the ILO is still not a Communist organization nor is it Communist-dominated.

The Catholic body said that United States participation in the ILO is directed towards making the principles of social justice prevail in the international field, and it asked: "When Communists appear on the scene, are we to withdraw and make a weak surrender without a fight?"

Although admitting that the Communist problem in the ILO was serious, the statement expressed the opinion that it "can be

(Continued on page 558)



TEAMWORK in INDUSTRY

The labour-management committee at the Link-Belt Company Limited, Elmira, Ont., was formed in January 1947. Through it, labour and management hoped to gain worthwhile benefits and to improve relationships through co-operation.

Management and labour felt that some problems at the plant could be solved by their working together to create mutual understanding.

The committee also sought to establish a more friendly relationship between all personnel of the company that would prevail after, as well as during, working hours. Labour and management felt that everyone would profit through becoming better acquainted.

Reports and other data, coupled with a tour of the plant and interviews with the staff, indicate that during the eight years it has been active the committee has achieved many of its purposes.

Through conscientious application of joint consultation principles, the discussion and solution by labour and management of problems common to both, the committee is continuing its work to maintain and improve upon its achievements.

* * *

LMPC's First Anniversary

The first anniversary of a successful journey into joint consultation was recently celebrated with a banquet at Pinatol Piece Dye Works Limited, Joliette, Que.

The Pinatol labour-management committee was organized by management and the bargaining agent representing the employees, the National Catholic Syndicate of Textile Workers (CCCL).

During its first year of operation, the committee has been responsible for a number of ideas which management has found of substantial value.

Noel Lacas, organizer for the Central Council, National Catholic Syndicate of Textile Workers, noted that through the labour-management committee it is possible for the employees to co-operate with the company with a view to improving production, which not only leads to technical

improvements in the work itself but also to improvements in working conditions.

* * *

A quiz contest, designed to teach staff the history of the company, was recently conducted by the Employees' Public Relations Association of John Labatt Limited, London, Ont.

Each evening during the contest period, volunteer quiz masters telephoned the homes of employees chosen by lot. The employees, or members of their families, answered questions—posed by the quiz masters—from lists of scrambled answers which had been distributed in advance.

Many employees and their families participated in the project, either as workers or contestants, and gained considerable knowledge about the company.

Production workers of the firm, where employees and management work together efficiently, are members of Local No. 1, National Union of Beverage Workers (CCL).

* * *

A good example of an employer's effort to promote good industrial relations came to light recently, when a former employee of the Aluminum Company of Canada Limited, received an additional award for a suggestion.

While employed at the company's Grand'Mere, Quebec, plant, Maurice Normandin suggested through the labour-management committee that miners' lamps, usually affixed to work caps, be used by men working in dark places where space is limited. He received an award for his idea.

Second Award

Mr. Normandin has now received a further award for his suggestion from Alcan's Arvida plant, where his idea has also been adopted. The further award was made although he had terminated his employment with the company a year and a half ago.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during March. The Board issued four certificates designating bargaining agents and rejected two applications for certification. During the month, the Board received seven applications for certification.

Applications for Certification Granted

1. Canadian National Railway Hotel Employees, Local Division No. 93, of the Hotel and Restaurant Employees' and Bartenders' International Union, on behalf of a unit of employees of the Macdonald Hotel, Edmonton, Alta., excluding certain employees in the front office, accounting office, and engineering department (L.G., March, p. 290).

2. International Hod Carriers', Building and Common Labourers' Union of America, Local 92, on behalf of a unit of labourers, including labour foremen and labour lead hands, employed by Northern Construction Company and J. W. Stewart Limited on Project No. 572 in the Yukon Territory and Northwest Territories (L.G., March p. 291).

3. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of unlicensed personnel employed by the Canadian National Railways aboard the MV *Bluenose*, operated by the company in its Yarmouth, N.S.-Bar Harbour, Maine, ferry service (L.G., April, p. 414).

4. Building Material, Construction and Fuel Truck Drivers' Union, Local 213, on behalf of a unit of long haul drivers and local fuel delivery drivers employed by The British Yukon Navigation Company, Limited, Whitehorse, Y.T. (L.G., April, p. 414).

Applications for Certification Rejected

1. Seafarers' International Union of North America, Canadian District, applicant, and Canadian National Railways, respondent, affecting unlicensed personnel employed aboard the MV *Bluenose* in the company's Yarmouth, N.S.-Bar Harbour, Maine, ferry service. The application was rejected for the reason that it was not supported by a majority of the employees affected (L.G., April, p. 414).

2. Winnipeg Electric Employees' Federated Council (One Big Union), applicant, and Winnipeg Electric Company, Winnipeg, Man., respondent (not previously reported). The application was rejected for the reason that the Board lacked jurisdiction in the matter.

Applications for Certification Received

1. International Longshoremen's and Warehousemen's Union, Local 503, on behalf of a unit of longshoremen employed by Elk Falls Company Limited, Duncan Bay, B.C. (Investigating Officer: G. R. Currie).

2. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, on behalf of a unit of truck drivers and helpers employed by John F. Phair, Edmonton, Alta., in mail pickup and delivery (Investigating Officer: D. S. Tysoe).

3. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of employees of the Canadian National Railways, employed at the Yarmouth, N.S. terminal of the MV *Bluenose*, operated by the company in its Yarmouth, N.S.-Bar Harbour, Maine, ferry service (Investigating Officer: Remi Duquette).

4. Order of Railway Conductors and Brakemen, on behalf of a unit of road train conductors employed by the Canadian Pacific Railway Company on its Eastern Region (Investigating Officers: J. L. MacDougall and B. H. Hardie).

5. Order of Railway Conductors and Brakemen, on behalf of a unit of road train baggagemen and brakemen employed by the Canadian Pacific Railway Company on its Eastern Region (Investigating Officers: J. L. MacDougall and B. H. Hardie).

6. International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Workers of America, Local No. 338, on behalf of a unit of employees of Brett-Young Seeds Limited, Winnipeg, Man., employed in its seed cleaning plant at Winnipeg (Investigating Officer: J. S. Gunn).

7. United Steelworkers of America, on behalf of a unit of employees of Pronto Uranium Mines Limited, Algoma Mills, Ont. (Investigating Officer: F. J. Ainsborough).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During March, the Minister appointed conciliation officers to deal with the following disputes:—

1. Quebec Paper Sales and Transportation Company Limited, Donnacona, Que., and the National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern Division) (Conciliation Officer: R. Trépanier).

2. Canadian Marconi Company, Montreal, and Canadian Marine Radio Division No. 59, Commercial Telegraphers' Union (Conciliation Officer: R. Trépanier).

3. Canadian Broadcasting Corporation and the Association of Radio and Television Employees of Canada (Conciliation Officer: F. J. Ainsborough).

4. Giant Yellowknife Gold Mines Limited, Yellowknife, N.W.T., and Yellowknife District Miners' Union, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: G. R. Currie).

Settlements Reported by Conciliation Officers

1. Canadian Marconi Company, Montreal, and Canadian Marine Radio Division No. 59, Commercial Telegraphers' Union (Conciliation Officer: R. Trépanier) (see above).

2. Canadian Broadcasting Corporation and the Association of Radio and Television Employees of Canada (Conciliation Officer: F. J. Ainsborough) (see above).

3. Giant Yellowknife Gold Mines Limited, Yellowknife, N.W.T., and Yellowknife District Miners' Union, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: G. R. Currie) (see above).

Conciliation Boards Appointed

1. Holden Sand and Gravel Limited, Toronto, and the Seafarers' International Union of North America (Conciliation Officer: F. J. Ainsborough) (L.G., March, p. 292).

2. Association of Lake Carriers, Port Colborne, Ont. (Canada Steamship Lines Limited; N. M. Paterson & Sons Limited; Colonial Steamships Limited; Hall Corporation of Canada Limited), and the Canadian Merchant Service Guild, Inc. (Conciliation Officer: F. J. Ainsborough) (L.G., April, p. 114).

3. Canadian Pacific Railway Company (Dining, Cafe and Buffet Car Employees) and the Brotherhood of Railroad Trainmen. (This dispute was in the first instance referred to a conciliation board rather than to a conciliation officer.)

4. Guy Tombs Marine Services Limited and Davie Transportation Limited, Montreal, and Seafarers' International Union of North America (Conciliation Officer: R. Trépanier) (L.G., March, p. 292).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in March to deal with matters in dispute between the Shipping Federation of British Columbia, Vancouver, B.C. and the International Longshoremen's and Warehousemen's Union, Local 510 (L.G., April, p. 415) was fully constituted in March with the appointment of F. E. Harrison, Vancouver, B.C., as Chairman. Mr. Harrison was appointed by the Minister on the joint recommendation of the other two members, C. G. Robson and George Home, both of Vancouver, who were previously appointed on the nomination of the Federation and the Union respectively.

2. The Board of Conciliation and Investigation established in February to deal with matters in dispute between La Tribune Ltée (Radio Station CHLT), Sherbrooke, Que., and Sherbrooke Printing Trades Syndicate, Inc. (L.G., April, p. 416) was fully constituted in March with the appointment of His Honour Judge Honorius Michaud, Sorel, Que., as Chairman. Judge Michaud was appointed by the Minister on

the joint recommendation of the other two members, Arthur Matteau, Montreal, and Florent Hebert, Sherbrooke, Que., who were previously appointed on the nomination of the company and the union respectively.

3. The Board of Conciliation and Investigation established in February to deal with matters in dispute between the Association of Lake Carriers, Port Colborne, Ont. (Canada Steamship Lines Limited; Upper Lakes and St. Lawrence Transportation Company Limited; N. M. Paterson & Sons Limited; Misener Holdings Limited; Hall Corporation of Canada Limited; Norris Transportation Company Limited; Mohawk Navigation Company Limited; Beaconsfield Steamships Limited) and the National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District)

(L.G., April, p. 416) was fully constituted in March with the appointment of His Honour Judge Walter Little, Parry Sound, Ont., as Chairman. Judge Little was appointed by the Minister in the absence of a joint recommendation from the other two members, J. C. Adams, QC, Toronto, and Ken Green, Ottawa, who were previously appointed on the nomination of the Association and the union respectively.

4. The Board of Conciliation and Investigation established in February to deal with matters in dispute between the Quebec Paper Sales and Transportation Company Limited, Donnacona, Que., and the Seafarers' International Union of North America, Canadian District (L.G., April, p. 415) was fully constituted in March with the appointment of the Hon. Mr. Justice

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings:

(1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Paul E. Côté, Montreal, as Chairman. Mr. Justice Côté was appointed by the Minister in the absence of a joint recommendation from the other two members, Marcel Belanger, CA, Quebec, and Louis Laberge, Montreal, who were previously appointed on the nomination of the Company and the Union respectively.

Board Report Received

1. During March, the Minister received the report of the Board of Conciliation and Investigation established in October

1955 to deal with a dispute between the Oka Sand and Gravel, Inc., Montreal, and the Seafarers' International Union of North America, Canadian District (L.G., Jan., p. 77).

Settlement Following Board Procedure

1. Canadian Pacific Transport Company, Limited, Winnipeg (Canadian Pacific Railway Company) and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Feb., p. 172).

Report of Board in Dispute between

Oka Sand & Gravel Inc.

and

Seafarers' International Union of North America, Canadian District

The Conciliation Board appointed to hear the above dispute has completed its investigation and has the honour to make the following report:—

The Board was composed of the Hon. Mr. Justice Paul E. Côté, Montreal, as Chairman, Mr. Louis B. Daniels, Montreal, nominee of the Union, and Mr. Paul Emile Lejour, Montreal, nominee of the company.

It is worthy of notice that, since the renewal for two years as from April 1, 1954, of the then expiring agreement, the plant unit involved in the present dispute discontinued its affiliation with the United Mine Workers of America, District 50, Region 75, and secured certification on June 23 of the above referred Union as its bargaining agent. Shortly prior to this change, the present company had acquired control of all the interests of Consolidated Oka Sand and Gravel Co. Limited.

The present dispute has resulted from the termination of the above agreement under the provisions of Section 10 of the Act. It involves about 15 men known as "unlicensed personnel" who are engaged in the navigation and operation of the company's two tugboats and three barges.

1. Work Week and Rates of Pay

Under the terminated agreement, the regular working time consisted of 60 hours per week of seven days and the rates of pay of the unlicensed personnel were the following:—

	Per Month
Cook	\$157.00
Wheelsman (mate with no certificate)	187.00

During March the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Oka Sand & Gravel Inc., Montreal, and the Seafarers' International Union of North America, Canadian District.

The Board was under the chairmanship of the Hon. Mr. Justice Paul E. Côté, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Paul Emile Lejour and Louis B. Daniels, both of Montreal, nominees of the company and Union respectively.

The text of the report is reproduced below.

Deckhand	152.00
Engineer without certificate..	202.00
Oiler (winchman)	172.00
Fireman	172.00

The Board is of the opinion that in the absence of any substantiation by the company of its statement of financial inability to meet the Union's demands, it has no other course but to appraise the above wage scale and the increases sought by the Union in the light of the existing conditions in comparable transport systems. Little, however, has been submitted to the Board to evidence such points of comparison, as only two existing agreements were quoted by the Union in support of their demands and the work performed by the men differ somewhat in all three cases. These agreements are those of Canada Steamship Lines Limited (Sept. 29, 1953) and Lakeshore Lines Limited (June 29, 1955) concluded with the same union as in

the present dispute, namely, Seafarers' International Union of North America.

In the Board's estimation, the company's offer of a 5-per-cent general increase in the rates of pay on the basis of retention of a sixty-hour week is totally inadequate. The Union is justified in pressing for a redress of such sub-standard wages and hours of work. In reaching its majority decision on this point, the Board has felt that it should take into consideration the fact that the existing situation has been brought about by free collective bargaining process through a period of many years and that the parties, in the present dispute, who have inherited the existing situation from their predecessors, are facing each other for the first time for the negotiation of a collective agreement.

Board's recommendations:—

(a) that the work week do not exceed six days, exclusive of Sundays, and be limited to 48 hours regular time;

(b) that the deckhand's rate of pay be increased from \$152 to \$228 per month, and that the same proportional increase apply to the other classifications.

Mr. Daniels, nominee of the Union, disagrees on these two points and recommends that the Union's demands should be granted.

2. *Welfare Plan*

The Union is asking for coverage in the Canadian Lake Carriers and Seafarers' Welfare Plan. As a counter-proposal the company offers coverage in a welfare plan of its own which it anticipates to have completed in the near future. As the Board has submitted no particulars on either plan, it is not in a position to make any other recommendation on this issue than the following: until the company's welfare plan has been established in the other plants where it is to be applicable, it will not be possible to appraise the value and the extent of its coverage as compared with that of the other plan sponsored by the Union. It seems apparent, however, that the latter plan with its feature of interchangeability as the men move from one employer to another in comparable employment would commend itself for serious consideration. The Board estimates that this issue should stand until further negotiations are opened between the parties.

3. *Union Security*

The Board wishes to acknowledge the agreement of the company on this issue relative to the maintenance of membership, check-off of union dues and passes for Union's officials.

4. *Employment and Promotions*

In the absence of any counter-proposal from the company, the Board favours the Union's demand as follows, namely: that all unlicensed personnel shall be hired through the Union's offices and that the latter failing to fill a vacancy within three (3) hours of sailing time, the company shall apply to the Seamen's Section of the National Employment Service. In cases of promotions, should both these offices fail to supply a suitable replacement for the vacancy, the said promotions shall be made from among the men on the basis of seniority in the service.

5. *Statutory Holidays and Overtime Pay Rates*

Any work performed on any one of the following holidays shall be paid for at the rate of time and one-half provided they fall within the navigation season of the company, namely: (1) Good Friday; (2) Dominion Day; (3) Queen's Birthday; (4) St. Jean Baptiste Day; (5) Labour Day; (6) Thanksgiving Day; (7) Ascension Day.

Overtime pay rates shall be computed on the basis of time and one-half.

6. *Seasonal Bonus*

All members of the unlicensed crews covered by this contract, who have served continuously aboard their ships, or in the same company, from the time of fitting out in the Spring to the completion of laying up in the Fall, or who are absent during this period for reasons satisfactory to the Master, shall have accruing to them, and payable at the end of the season, a total not exceeding half of their respective monthly rates.

Considering shorter periods of service, an unlicensed employee shall be paid on a *pro rata* basis computed fractionally to a nine-month navigation season.

7. *Grievance Procedure*

A written statement of grievances shall be submitted to the Master of the ship by the ship's delegate. In the event of failure to reach a settlement, the said grievance shall be referred to a representative of the Union and one from the company. In the case of disagreement of the latter, the said grievance shall be submitted to an arbitrator jointly appointed by the latter and failing agreement, appointed by the Minister of Labour of Canada.

8. Other Benefits

The Board has considered favourably and does recommend the Union's demands relative to the following items:—

- (a) Coffee time.
- (b) Fit-out (to the extent it is applicable).
- (c) Safety (concurrence of the company).
- (d) Short-hand work (to apply only in cases of shortages of personnel which are within the control of the company).
- (e) Refrigerator (concurrence of the company).
- (f) Other conveniences.
- (g) Heavy weather gear.
- (h) Meals (concurrence of the company).
- (i) Linen and equipment (the Board accepts as meeting the Union's demand the company's commitment to provide for the comfort and security of the crew by supplying as good equipment as it is possible under any given circumstances).
- (j) Emergency duties (concurrence of the company).

The Board feels that the remaining items of the Union's demand should be dealt with as follows:—

- (a) Travelling: rewording of this demand to meet the special conditions of operation herein as outlined by the company.
- (b) Coaling Vessels: to stand until further negotiation.

9. Duration

The Board recommends that this agreement shall remain in force for a period of one year from the signing thereof, and shall be considered as renewed from year to year thereafter, unless a written notice is given to the other, within the period of two months next preceding the date of expiring of the agreement, of its desire to amend, modify, change or terminate same.

Mr. Daniels, the Union's nominee, recommends that the new contract should be retroactive to the commencement of the navigation in 1955.

10. Bonus in Lieu of Retroactivity

The Union demands call for a retroactivity to April 1, 1955. The Board in formulating its recommendation on this point must draw attention to the fact that the Union was certified only on June 23, 1955, that its notice to negotiate dates back to September 6, and that it was only on September 30, and October 7, that the first and only meeting was held with the employer, and that application was made to the Minister for the appointment of a conciliator. At this initial stage of the dispute, the active season for these men was reaching towards the end.

The Board therefore recommends as a reasonable compensation, that all unlicensed personnel, who have been regularly employed since the opening of navigation for the year 1955, be paid the following bonus, namely: \$100 to the deckhand, and a proportionally increased amount to the other classifications; in cases of shorter periods of service, an employee shall be paid said bonus on a *pro rata* basis computed fractionally to the length of the navigation season.

This recommendation is not concurred in by Mr. Daniels as set forth under the preceding item.

All of which is respectively submitted.

(Sgd.) PAUL E. CÔTÉ,
Chairman.

Montreal, this 27th day of January, 1956.

Report of Mr. Lejour (Translation)

As a member of the Conciliation Board in this matter, I beg to submit to you the following report:—

During the inquiry, the following *essential fact* was brought forward and proved before the Conciliation Board: when the Seafarers' International Union of North America, Canadian District, was certified as bargaining agent for the unlicensed personnel of the Oka Sand and Gravel Inc., a collective agreement was then in force, following the renewal of a previous collective agreement for a period beginning on April 1, 1954, and supposed to end on April 1, 1956.

This collective agreement had been concluded by the bargaining agent of that time, the United Mine Workers of America, District 50, Region 75, Local 13618, with Consolidated Oka Sand and Gravel Co. Ltd.

In my opinion, it is this collective agreement which is the crux of the present dispute between the Union and the company.

On the one hand, the Union claims to know nothing whatsoever about this collective agreement, and denies its existence. As a matter of fact, the Union did not mention it, and it was the company which presented copies of this collective agreement to the Conciliation Board, as the company maintains that the Union never legally terminated the collective agreement in force.

Confronted with this document, the Union did not succeed in bringing forward any arguments of a nature to have the existence of the collective agreement in force disallowed. Since this document has not been contradicted, the Conciliation Board must take it into account.

I am therefore of the opinion that when the Union was certified on June 23, 1955, a collective agreement was then in force, and that, under Section 10, Subsection (c) of the Industrial Relations and Disputes Investigation Act (11-12 Geo. VI, Chap. 54, 1948), the Seafarers' International Union of North America, Canadian District, was substituting for the United Mine Workers of America, District 50, Region 75, Local 13618, as a party to the collective agreement in force.

Therefore it must be determined whether, after its certification on June 23, 1955, as bargaining agent, the Seafarers' International Union of North America, Canadian District, legally terminated the existing collective agreement in accordance with the specifications of Section 10, Subsection (c) of the above-mentioned Act, which reads as follows:

(c) if, at the time of certification, a collective agreement binding on or entered into on behalf of employees in the unit is in force, the trade union shall be substituted as a party to the agreement in place of the bargaining agent that is a party to the agreement on behalf of employees in the unit, and may, notwithstanding anything contained in the agreement, upon two months' notice to the employer terminate the agreement in so far as it applies to those employees.

This section provides that the Seafarers' International Union of North America, Canadian District, as substituted bargaining agent, by two months' notice to the company, could terminate the existing collective agreement.

It must now be determined whether the Union gave the company the required two months' notice for termination of the collective agreement in force.

On this point, the Conciliation Board's inquiry has before it only one notice from the Union to the company, dated September 6, 1955. There is no mention therein of terminating the collective agreement in force. On the contrary, the Union requests an interview with the representatives of the company for the purpose of discussing a collective agreement. A letter addressed to you on October 7, 1955, informs the Conciliation Board that the Union and company representatives, meeting on September 30, 1955, were not successful in bargaining a collective agreement.

For lack of evidence before the Conciliation Board concerning the two months' notice, I find myself obliged to conclude that the collective agreement is still in existence.

Consequently, looking at the dispute between the Union and the company from a strictly legal point of view, I am convinced that the Conciliation Board should refrain from making any decision concerning the various claims of the Union, since making any decision would amount to changing a collective agreement in force, and such an attitude would be *ultra vires* and illegal.

Under the circumstances, I am obliged to refrain from making any decision concerning the different claims submitted by the Union, and I venture to express the wish that the Conciliation Board may not have sat in vain, since it has made it possible for the Union and the company to meet and to exchange their views in anticipation of the bargaining of a collective agreement in future.

All of which is respectfully submitted.

(Sgd.) PAUL EMILE LEJOUR,
Member.

Montreal, February 27, 1956.

MINORITY REPORT

As the Union Nominee on the Board, having considered the evidence presented by the parties concerned in the subject dispute, I find and award as follows:—

On the Board Award—

Work Week and Rates of Pay

(a) Having considered the evidence at hand I find that the forty-hour work week is standard throughout industry in Canada, and that the Union's demands are reasonable in this matter. Therefore I recommend that the Union's demand for a forty-hour work-week be granted.

(b) No case having been made by the company suggesting that an hourly rate cannot be adapted to the classifications in dispute, I recommend that the Union's demands on the last Union's proposal before the Board be adopted.

Duration and Bonus in Lieu of Retro-activity. (9)-(10)

Evidence presented during the hearings disclosed that through no fault of the employees concerned they were deprived of the protection of any form of labour agreement during the 1955 season, although the company submitted a document during the hearings which was submitted as a valid agreement covering the employees concerned. On the other hand, in evidence before the Board Mr. Lapointe for the company admitted that this alleged agreement had not been applied to the benefit of the employees during the 1955 season.

(Continued on page 563)

Legal Decisions Affecting Labour

Owner-drivers of taxicabs held not to be employees and thus barred from union membership. In another case in B.C., injunction against picketing in jurisdictional dispute dissolved for lack of evidence

In a dispute involving the application of a union security clause in an agreement between a taxicab company and its drivers, the Supreme Court of British Columbia examined the status of owner-drivers and determined that since they were themselves employers of other men they were barred by the Labour Relations Act from membership in the union.

In a second British Columbia case, Mr. Justice Wood dissolved an injunction restraining picketing on a construction project. He held that the picketing, which was directed at the employment of persons belonging to a rival union, was not justified but that there was not sufficient evidence to prove who was responsible for it.

British Columbia Supreme Court...

...holds owner-drivers of taxicabs are employers and therefore can not become members of a union

On January 10, 1956, the Supreme Court of British Columbia ruled that a taxicab owner who drove his own cab but also employed another driver was an employer under the Labour Relations Act. It held also that a contract between a company and an owner requiring drivers to be union members must be construed as requiring employees of the owners to be union members but not the owners themselves.

The decision was given by Mr. Justice Clyde, who first set out the facts of the case. In June 1950, the plaintiff, Morrison, purchased a cab from the Yellow Cab Co. Ltd. for \$5,500, promising to operate his cab in conformity with all rules and regulations agreed upon by the company and the Taxi Drivers and Bus Drivers Union, Local 151. In return, the company was to render certain services to the plaintiff and allow him to use the trade names "Yellow" or "Star" with distinguishing colour combinations. Though undated and unsigned, the parties operated under the terms of this contract until a supplementary agreement was signed on June 3, 1953.

The new contract was similar to agreements made with the company by \$3 other owners. The owners paid the Yellow Cab Co. \$72.50 a month for every cab operated and agreed to purchase from the company all the gasoline, oil and spare parts required for the operation of their cabs. In return, the company promised to provide parking lot facilities and a despatching service with a two-way radio, main station switchboard, telephone lines and call boxes. It also permitted the use of its office for storage of books and records and the use of taxicab stands or exclusive concessions obtained from hotel and transportation companies. The company also does the collective advertising, which costs \$400 a month, and for a commission of 10 per cent collects accounts charged under a credit card system.

The contracts expressly state that the owners are not employees of the company. Every owner is actually in business for himself. He collects his own cash fares and in some cases operates more than one cab and employs his own drivers and other help. The plaintiff at present employs a second driver and a part-time bookkeeper.

This action arose because on January 3, 1955, the company ceased to supply Morrison with the despatching service called for under the contract. Morrison then sued for damages for breach of contract.

The company's first argument was that no contract existed because the initial agreement was undated and unsigned, and the second, though signed, was never delivered. Mr. Justice Clyde did not agree.

He said a contractual relationship existed and the furnishing of a despatching service was an essential term of that contract.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The company also said that if there was a contract, it had been broken when Morrison, by his failure to pay dues, ceased to be a member in good standing of the Teamsters Union, Local 151. He had promised to operate in conformity with rules and regulations agreed upon by the company and the Union and was therefore bound by the agreement made between the company and the Union on May 1, 1953, which provided that all drivers, working whole or part time, must be union members in good standing with dues books as proof of membership. The company also promised to replace a driver who was not a union member in good standing when asked to do so by the Union. On December 31, 1954, the company was asked to replace the plaintiff with a union member and the cancellation of despatching services was a coercive step to compel him to continue his membership in the Union.

Mr. Justice Clyne disagreed with this interpretation of the contract. He said that Morrison and the other owners were not employees of the defendant but individuals conducting businesses independent of the company except for certain services specified in the contract. The initial agreement provided that the owners must operate in conformity with the rules agreed upon between the company and the Union, but did not say that they must become members of the Union. The proper construction to put upon this provision was that owners who drove themselves and also employed other drivers and clerical help were to abide by union rules in relation to their own employees.

He also dismissed the argument that Morrison, who had from time to time paid union dues, knew or ought to have known that the true intent of the agreement was that he should become and remain a union member. He thought that the plaintiff joined the Union as a matter of policy, and not because of any contractual obligation, and that when he was advised by his solicitor that it was illegal for him to belong, he ceased paying union dues.

Section 4(1) of the Labour Relations Act provides in part as follows:

No employer or employer's organization and no person acting on behalf of an employer or employer's organization shall participate in or interfere with the formation or administration of a trade union or contribute financial or other support to it.

The Judge thought these words meant exactly what they said and prohibited Morrison, who was himself an employer of labour, from participating in the affairs of a Union representing his employees and from paying dues into it.

This section of the Act was designed to prevent employers from influencing the decisions of their employees, and should have prevented the occurrence of an anomalous and improper situation such as had arisen in this case where the secretary and general manager of the company was also a member of the Teamsters Union, asserting the right to bargain on behalf of the owner with the very Union of which he was a member. The result was that the wages to be paid an assistant driver could be determined by negotiation between the Union and one of its own members without the owner having any say in the matter.

Referring again to the agreement, Mr. Justice Clyne said that he did not think the parties intended to embody the terms of the union contract in their agreement. If this were so the plaintiff could be prevented from washing his own car or cleaning his own motor. The proper construction was that the owners must adhere to union regulations in so far as their own employees are concerned but were not obliged to be union members themselves. *Morrison v. Yellow Cab Co. Ltd.* (1956) 1 DLR (2d) 607.

British Columbia Supreme Court...

...holds union not justified in picketing simply because of employment of members of rival union

On February 8, 1956, the Supreme Court of British Columbia for lack of evidence dissolved an injunction enjoining 15 members of a union from picketing a construction job where members of a rival union were employed. It was held that while a union was not justified in ruining a firm by picketing simply because of the employment of persons belonging to another union, there was not sufficient proof that the defendants were responsible for the picketing.

The decision was given by Mr. Justice Wood, who first set out the facts of the case. In November 1955, a construction company obtained a contract from the municipality of West Vancouver for certain alterations and additions to the local municipal hall. The company made verbal sub-contracts with certain other firms to supply material and do some of the work.

The company employed only five men on the work, three of whom were members of the Christian Labour Association, a trade union duly authorized to operate in the province of British Columbia. This union had been certified as the bargaining agent of the employees of three other contractors and had applied to be certified as the bargaining agent of the plaintiff's employees.

On November 7, after work had begun, two pickets began walking up and down in front of the municipal hall carrying placards which read: "Construction work on this job is not being done by members of a union affiliated with Building Trades Council A.F. of L."

As a result of the picketing, which continued until the granting of the injunction, employees of four of the sub-contracting firms who belonged to a union affiliated with the A.F. of L. refused to cross the picket line. The sub-contracting firms, after being notified of the existence of the picket line, declined to carry out their contracts.

The construction company then applied for an interlocutory injunction against 15 persons who were officers and members of the Building Trades Council enjoining the picketing of the construction work at the municipal hall. The injunction was granted on January 23, 1956, whereupon the union members applied to have it dissolved.

The Judge said that a union could not justify the ruination of a construction firm by picketing simply because the company employed persons belonging to another union. There was no labour dispute between the plaintiffs and their workmen and no quarrel between them and any one else. If there was a quarrel it was between the unions. In a similar case in Ontario, *Smith Bros. Construction Co. v. Jones* (1955) O.R. 382 Mr. Justice McLennan said:

However, in my opinion, if the development of the trade union movement has reached the point where workers will not cross a picket-line to go to work, that is just as effective an interference with con-

tractual relations as any other form of restraint might be. Loyalty to the rule that I have mentioned having been developed, the rule should not be abused for a wrongful purpose and where there is no justification.

Mr. Justice Wood then considered what might have been done about the picketing, which had been very hard on the company. He said that it would be unconscionable for them to fire the men whom they had hired and break their contracts, if any, with them. Much could be said in favour of enjoining the picketers, except that no one had been able to ascertain their names. The persons named in the interim injunction could be properly enjoined if it could be proved that they were responsible for the picketing.

Although the defendants had made no denial and no attempt to justify the picketing, the Judge did not think the plaintiffs were justified in believing that these persons were the cause of the picket line because of the wording of the placards and because their names had appeared in newspaper accounts of the picketing. He said that in *Cox v. Winnipeg City* (1922) 3 WWR 376 it was held that although a witness may refer to a newspaper report to refresh his memory, the report is not admissible as evidence of the facts therein recorded. He also said the failure of one of the defendants to reply to a company letter requesting the removal of the picket line did not justify the Court in finding him, let alone the other defendants, responsible for the picketing.

He held that as there was insufficient material upon which to found an injunction, it must be dissolved. *Re Bevaart et al and Flecher et al* (1956) 18 WWR 34.

Recent Regulations, Federal and Provincial

British Columbia raises minimum wage in manufacturing industry, and Manitoba issues new regulations setting out rules for spray painting

An order of the Board of Industrial Relations in British Columbia raised the minimum wage in the manufacturing industry to 75 cents an hour for men and 60 cents for women, and provided for a weekly rest period of 32 consecutive hours. Other orders applicable to the pipeline construction industry exempt the industry from the Hours of Work Act until the end of 1956 but require overtime rates to be paid after 40 hours in a week.

New regulations issued in Manitoba set out comprehensive rules to be observed in factories and garages where spray painting is carried on.

In Saskatchewan, regulations respecting the construction and use of anhydrous ammonia pressure vessels provide for registration and approval of plans, shop inspection, testing of welders and inspection by a departmental inspector before any vessel

is put to use in the province. A minor amendment was made to regulations regarding licensing of projectionists.

Maintenance allowances for disabled persons undergoing rehabilitation training were provided for in Ontario.

New regulations dealing with fire hazards on ships were issued under the Canada Shipping Act. Regulations respecting examination of engineers were amended.

FEDERAL

Canada Shipping Act

Examination of Engineers Regulations

The regulations respecting examination of engineers established by P.C. 3280 (L.G. 1952, p. 1372) were amended by P.C. 1956-305 gazetted March 14. The new regulations provide that the Board of Steamship Inspection may permit a person who has machine shop service or has satisfactorily completed a course in a recognized technical school to try certain examinations. A candidate who has a science degree from a recognized school of applied science may be exempted from trying examinations in specified subjects.

Fire Detection and Extinguishing Equipment Regulations

New regulations respecting fire detection and extinguishing equipment authorized by P.C. 1956-429 were gazetted March 28. The new regulations replace the Fire Extinguishing Equipment Regulations authorized by P.C. 1954-1816, and sections of the Passenger Steamships Fire Protection Regulations authorized by P.C. 1896 of 1950.

The regulations set out the requirements respecting submission of plans and particulars of fire extinguishing equipment, inspections and fire patrol, fire alarm and fire detection systems for each class of ships listed. Specific requirements for pumps, hydrants, extinguishers, fireman's outfits, safety lamps and other fire fighting or protective equipment are given in Schedules A to G.

PROVINCIAL

British Columbia Hours of Work Act

By Regulation No. 42, gazetted March 22, the British Columbia Board of Industrial Relations has exempted persons employed in the pipeline construction industry from the operation of the Hours of Work Act from April 2, 1956, to and including December 31, 1956. This means that persons employed in this industry (defined below in Minimum Wage Order

No. 28) may work longer than eight hours a day and 44 hours a week during this period. The regulation was made under authority of Section 12 of the Act, which allows the Board to exempt any industry from the operation of the Act when this is necessary or expedient because of the nature of the work, provided that due regard is taken for the welfare of the employees.

British Columbia Male Minimum Wage Act

British Columbia Female Minimum Wage Act

Manufacturing

The minimum wages to be paid employees in the manufacturing industry in British Columbia were increased by Male and Female Minimum Wage Order No. 25 (1956) gazetted March 15. Effective April 2, 1956, the minimum wage for experienced employees in all branches of the manufacturing industry including baking is 60 cents an hour for women and 75 cents an hour for men. Learners are to be paid 45 to 55 cents an hour depending upon the length of service.

This order replaces two other orders, Male Minimum Wage Order No. 17 (1942) (L.G. 1942, p. 92), which applied to the baking industry, and Male and Female Minimum Wage Order No. 25 (1948) (L.G. 1948, p. 1135), applicable to all branches of the manufacturing industry not covered by another order. Order No. 17 provided for a minimum wage scale for men ranging from 35 cents an hour for those under 18 years to 40 cents an hour for those 21 and over. A general order increased the rates by 20 per cent in 1946 (L.G. 1946, p. 988). Under Order No. 25, the minimum wage to be paid both men and women was 40 cents an hour. Employees with less than six months' experience were classed as learners and were paid from 31 to 37 cents an hour according to their experience.

The new order applies to all operations in or incidental to the making, preparing, altering, repairing, ornamenting, printing, finishing, packing, assembling the parts of, installing, or adapting for use or sale any article or commodity. It covers all employees in the industry except those covered by another Order of the Board specifically defining their work, and except persons in a supervisory or managerial capacity whose hours of work are not subject to regulations under the Hours of Work Act. An employee with less than six weeks' experience in the manufacturing industry in the class of employment for

which he is hired for whom the Board has issued a permit is classed as a learner.

Where men and women do different work, the minimum wage that may now be paid in the manufacturing industry is 60 cents an hour for female employees and 75 cents an hour for male employees. Equal rates must be paid, however, where men and women are doing the same work in the same establishment. Apprentices and part-time or handicapped persons for whom the Board may grant permits to work at less than the minimum rate must be paid at the rate specified in the permit.

For learners with permits from the Board, the minimum wage is 45 cents an hour during the first two weeks' employment, 50 cents an hour during the second two weeks and 55 cents an hour during the third two weeks. The regular minimum rates apply after six weeks and also in the absence of a permit.

If overtime work is permitted, it must be paid for at the rate of time and one-half the regular rate for all hours worked in excess of eight in the day and 44 in the week where the hours worked do not exceed eight in any one day. However, if by agreement employees work fewer than eight hours some days and longer than eight on others, overtime rates need not be paid until the agreed limits have been exceeded. Similarly, employees whose hours are averaged over an agreed period need not be paid overtime rates unless the average exceeds the specified limit during that period. The Board may also vary the overtime rates when an undertaking has been granted an exemption under the Hours of Work Act.

A daily guarantee provision is also included. An employee reporting for work on the call of an employer is to be paid the regular rate for all time spent at work, with a minimum of two hours' pay at the regular rate, unless his condition is such that he is not competent to perform his duties or has failed to comply with the accident-prevention regulations of the Workmen's Compensation Board. If he commences work, he must be paid four hours' pay at the regular rate, except where his work is suspended because of inclement weather or other reasons completely beyond the control of the employer. School students reporting for work on school-days on the call of an employer are to receive the regular rate of pay for the entire period spent at the place of work with a minimum in any one day of two hours' pay at the regular rate.

Employees in the manufacturing industry are to be granted a rest period of 32 con-

secutive hours every week. In exceptional circumstances the Board may approve a different arrangement. The employer in all cases is to notify the employee of the rest period allowed him.

The order also contains the usual provisions regarding semi-monthly pay, posting of orders, and the keeping of employment records.

Pipeline Construction

A special minimum wage order issued for the pipeline construction industry, Male and Female Minimum Wage Order No. 28 (1956), was gazetted March 10. This order, which took effect April 2, 1956, removes pipeline construction workers from the general order for the construction industry, Male Minimum Wage Order No. 12 (1955) (L.G., June 1955, p. 680). The minimum wage is \$1 an hour, the same rate as is set in the general order for workers other than journeymen in the building trades, but an overtime rate must be paid for hours worked in excess of 40 in a week.

For the purpose of this order "pipeline construction industry" means: all operations in or incidental to the construction of any line of pipe used for transmitting or transporting gas, oil, or petroleum, as well as the preparation for or laying the foundations of any such construction, but does not include the installation of mains and service-lines in, to, or from industrial plants or other buildings.

Notwithstanding any other order of the Board, Order No. 28 applies to all employees in the pipeline construction industry except an employee acting in a supervisory or managerial capacity. The Board may determine whether or not an employee is to be exempted on these grounds.

Apprentices, and part-time or handicapped persons for whom the Board may grant permits to work for less than the minimum wage, must be paid at the rate specified in the permit. Time and one-half the regular rate must be paid for all hours worked in excess of eight in the day, and for all hours worked in excess of 40 in the week where the hours worked do not exceed eight in any one day.

The order contains the usual provisions regarding daily guarantee, payment of wages, posting of orders and the keeping of employment records.

Manitoba Factories Act

Regulations under the Manitoba Factories Act respecting spray painting in factories and garages authorized by Man. Reg. 15/56 were gazetted March 3. Detailed construction requirements for spray booths are

given and safety provisions for spray painting operations are set out. Previously, only the general principles for the safe operation of factories applied to spray painting; there were no special rules for the guidance of the employer. The new regulations are the most comprehensive of any in Canada dealing with the hazards of spray painting.

Spray painting operations may be performed only under prescribed conditions. Spray booths may not be installed in a residential, institution or public building; spray painting operations are also prohibited in such places. In factories and garages, spray painting operations must be performed in spray booths constructed in accordance with the regulations. Spray booths installed within a building are to be placed on the ground floor against an outside wall unless the Minister of Labour approves another location.

Before a spray booth is constructed, the plans and specifications must be sent to the Department of Labour for approval. It must be built according to the approved plan and may not be put into operation until it has been inspected and an approval certificate issued.

Every spray booth is to be constructed of concrete, masonry or steel of specified thickness. It must be large enough to accommodate at the time of spraying the article to be sprayed, the spray painting equipment and the operator. The interior surfaces are to be smooth, with no projecting edges or recesses where residues might lodge. Non-combustible, non-absorbent, non-sparking material that is easily cleaned must be used on the floor and the operator's working area.

Mechanical ventilation must be provided so that no vapours may accumulate. The entrance to the booth, whether open or equipped with doors, is to be directly opposite the exhaust outlet. Intake openings are to be large enough for the exhaust fans to operate efficiently and located so that no dead-air pockets may form. The exhaust fans are to be of non-ferrous material such as brass, bronze or copper. The exhaust ducts are to be of fire-resistive construction with tight joints and sufficient clearance from flammable walls. They are to be provided with access doors if these are needed to facilitate cleaning or if ordered by the Minister. The exhaust outlets must extend at least two feet beyond the exterior wall and must be adequately supported.

Only electric lights may be used in a spray booth, and all lighting, electric installation and equipment must be of a type

approved for hazardous Class I locations in the Canadian Electrical Code. All lights are to be enclosed in explosion-proof globes and portable electric lamps may not be used during operations. If the spray booth is illuminated through panels made of glass or other transparent materials, only fixed lighting units may be used as the source of illumination. The panels must effectively isolate the spray booth from the area in which the lighting unit is located. The panels are to be of non-combustible material that is unlikely to break and must be maintained so that the temperature of any normal accumulation of residue on the exposed surface of the panel will never be high enough to cause fire or explosion by radiation or conduction from the sources of light.

Spray booths must be heated indirectly, preferably by steam or hot water. No electric heater or stove may be used in the booth or in the enclosed area around it.

Before an employee is allowed to work in a spray booth he must be instructed in all phases of the work and in all the precautions to be taken. He is also required to wear a suitable respirator during spraying operations.

Paint finishes and thinners are to be kept in a fire-resistive paint storage room located far enough from the spray booth and from any heating appliance that there is no danger of the contents being ignited. The storage room is to be metal or metal-lined with a close-fitting door of the same material. Ventilation is to be by means of two vent pipes extending directly to the outside air. No more than 10 gallons each of thinners and paint may be stored inside or about the building except by special permission of the Minister, who may impose other conditions.

Precautions must be taken to eliminate possible fire hazards. Floors, walls, ceilings and exhaust ducts are to be cleaned frequently with non-ferrous scrapers or brushes. Approved metal waste cans with tight-fitting covers are to be provided in which rags and waste materials are to be deposited. The contents are to be disposed of at least once daily or at the end of each shift.

Spray booths are to be used exclusively for spray painting purposes. If they are used alternately for applying paint and drying, the drying arrangements must not cause a significant increase in the surface temperature of the booth.

Special care must be taken with machinery. The motors of automotive vehicles to be spray painted and of equipment used to move these vehicles must

not be run while in the spray booth or while entering or leaving. All vehicles are to be moved either by hand or by cable. Open flame or spark-producing equipment is not allowed in a spray booth, and may not be used in the enclosed area around a booth if spraying operations may produce a dangerous condition. The use of welding or cutting equipment in and around a spray booth is also prohibited.

Smoking in a spray booth or paint storage room is not allowed at any time. It is also prohibited in adjoining areas if there is danger of fire or explosion.

An approved type fire extinguisher is to be placed in a convenient place outside every spray booth and maintained in good working order. "No smoking" and other warning signs are to be posted in spraying areas and in paint storage rooms.

Ontario Rehabilitation Services Act

Regulations under the Ontario Rehabilitation Services Act were gazetted March 10. The Act, which was passed last year, provided for rehabilitation services to train handicapped persons for remunerative employment and for the payment of maintenance allowances during the training period. It also provided that details respecting duties of officials, allowances and applications were to be fixed by regulation. These regulations, approved by O. Reg. 27/56, are the first general regulations issued under this authority.

The Act is being administered by the Department of Public Welfare. An advisory committee of five has been established to advise the Minister respecting development and provision of rehabilitation services. An advisory body of three with a duly qualified medical practitioner as chairman has also been set up to assist the Director of the Disabled Persons' Allowances and Rehabilitation Services Branch in determining eligibility of applicants. Field workers will personally interview handicapped persons and report to the Director.

As provided in the Act, a disabled person seeking rehabilitation services must apply to a local authority or to a representative of an approved organization, who will fill out the prescribed forms, which the applicant will sign. An application for rehabilitation services will be submitted on Form 1, which will include the interviewer's observations and comments. It must be accompanied by Form 4, the report of a duly qualified medical practitioner. An application for a maintenance allowance must be made on Form 2, Part Two of which contains the field worker's remarks

and verification. The applicant must also sign Form 3, a consent to inspect assets.

The applications will be sent to the Director, who may ask the advisory board to review the medical evidence and may also require additional information from the field workers. If rehabilitation services are approved they will be those available under any agreement in force between the Government of Ontario and the Government of Canada or any approved organization. The Director will also determine the applicant's eligibility for a maintenance allowance and direct the amount to be paid.

If approved, the maintenance allowance will be paid by cheque, monthly in arrears, computed from the first day of the month in which a handicapped person receives rehabilitation services. Payment will cease on the first day of the month following the month in which rehabilitation services are suspended, cancelled, or completed. An unmarried handicapped person may be paid an allowance up to a maximum of \$60 a month. If he has dependants, he may receive up to \$90 a month. A married handicapped person living with his spouse may be paid an allowance of \$105 a month if he has no dependants. If he has dependants, the maximum that he may be paid is \$115 a month. In each case, where the need is apparent, the Director may authorize the payment of a further sum not to exceed \$15 a month.

Maintenance allowances will be reduced, however, if the disabled persons have other specified sources of income. An unmarried person will not be eligible for a maintenance allowance at a rate greater than will make his aggregate income equal \$960 a year; an unmarried person with dependants, at a rate greater than will bring his income up to \$1,380 a year; and a married person with no dependants who is living with his spouse, at a rate greater than will make the aggregate incomes of the married person and his spouse together equal \$1,560 a year. If he has dependants, he may not be paid an allowance at a rate greater than will make the total of his income and that of his spouse \$1,680 a year.

Liquid assets such as cash, bonds, debentures and stocks will also be considered when calculating income. An unmarried person with liquid assets in excess of \$1,000 will not be eligible for a maintenance allowance unless all those assets are applied in a manner approved by the Director to provide for a series of future monthly or other periodic payments towards his maintenance. The assets of a married person living with his spouse will be applied in a similar manner if the combined assets of the disabled person and his spouse exceed \$2,000.

The regulations provide that the Director, in addition to considering applications for benefits, may also suspend or cancel rehabilitation services if a handicapped person fails to comply with regulations or does not make use of the services authorized. The Director may also suspend or cancel the rehabilitation services if he thinks that the disabled person is not benefiting from the services being provided or is not making satisfactory progress towards rehabilitation. In such cases, allowances will also be suspended or cancelled.

Saskatchewan Boiler and Pressure Vessel Act

Regulations under the Saskatchewan Boiler and Pressure Vessel Act respecting anhydrous ammonia pressure vessels, authorized by O.C. 657/56, were gazetted March 29. (Anhydrous ammonia is extensively used as a liquid fertilizer and is usually stored in pressure vessels in either a liquid or gaseous state. It is a potentially dangerous substance that requires careful handling.) The regulations set out requirements respecting the design, construction and use of pressure vessels and pressure containers for anhydrous ammonia.

Only approved portable cylinders, storage tanks, transport tanks, applicator tanks or other pressure containers designed, constructed and fitted in accordance with the regulations may be used for the storage, delivery or application of anhydrous ammonia. The standards used in these regulations are based on the requirements of the Canadian Standards Association Code (B.51), the American Society of Mechanical Engineers Codes and the standards of the Agricultural Ammonia Institute of Memphis, U.S.A.

Before a pressure vessel or pressure container, including a bulk storage tank, used storage tank, transport tank, farm trailer tank or applicator tank, is constructed or brought into the province, the design must be approved and registered by the Department of Labour. The manufacturer in every case is required to submit drawings and specifications to the chief inspector in accordance with the requirements of CSA Code (B.51). If there is any change in the design, construction or material other than a minor one, new design drawings and specifications have to be sent to the Department for approval and registration. Once a vessel design has been approved and registered, however, any number of vessels may be constructed according to this design unless it is cancelled by the Department or rendered

obsolete by changes in the regulations, codes or standards, provided certain requirements are met.

Every vessel must be constructed in strict accordance with the registered design, including vessel dimensions, the thickness of shell and heads, the ASME or ASTM material specifications and other design details. Specific requirements are set out respecting size, design pressure, minimum thickness, hot-formed heads, baffle plates, manhole openings, fittings, valves, pressure gauges and piping.

Every vessel exceeding five cubic feet in volume will be inspected during the construction stage by an authorized shop inspector. If the vessel is built in Canada, the inspector will be a provincial government boiler or pressure vessel inspector; if it is made in the United States, the inspector must hold a National Board Commission and be employed by a Code State or boiler insurance company.

Welders, including welding machine operators, employed upon the construction of pressure vessels must have taken welding tests within the previous 18 months. The tests are to be witnessed or certified to by an authorized shop inspector and must be in accordance with the ASME Welding Qualifications Code. If the welders have not been tested as required, the department inspector may order weld test coupons cut from the vessel for testing in accordance with the regulations. If the coupons fail, the vessel is to be sealed and its use prohibited. In addition to these tests, the welding procedure, including the filler metal to be used in actual construction, is to be established, tested and proved by the manufacturer and the records are to be forwarded to the Department for registration.

Before shipment, specified information must be stamped on every vessel or on an attached name plate. The manufacturer or distributor must also paint the vessel according to instructions. A copy of the manufacturer's affidavit on a prescribed form and a certificate of shop inspection signed by an authorized shop inspector must also be forwarded to the chief inspector and to the consignee whenever a pressure vessel is shipped.

There are special provisions respecting transport or trailer tanks used in regular commercial delivery service. Designs for these tanks and the units to which they are attached must be sent to the Department for registration. Every unit used for

(Continued on page 562)

Unemployment Insurance

Monthly Report on Operation of the Unemployment Insurance Act

Volume of initial and renewal claims for benefit declined in February, dropping 29 per cent from the January total, 22 per cent from February 1955; but, statistics* show, number on live register rose 7 per cent

Initial and renewal claims for unemployment insurance benefit declined 29 per cent from the January total and were 22 per cent below that of February 1955. This reduction in the volume of claims was common to all provinces.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 185,016 claims were received in local offices across Canada in February 1956 compared with 261,661 in January and 236,847 in February 1955.

The very large increase in the number of revised claims received during the month (166,543) was due to the recomputation of claims filed since October 1, 1955, on which a benefit period was not established. This procedure was introduced in order to interpret contributions made under the 1940 Act in terms of a contribution week as defined under the 1955 Act, *i.e.*, on the basis of the amount of contributions (or earnings) in a week rather than the number of days.

On February 29, a total of 510,963 claimants for regular and seasonal benefit had their unemployment register in the live file, comprising 413,083 males and 97,880 females. This represents a 7-per-cent increment over the 476,946 claimants (382,287 males and 94,659 females) recorded at January 31, the increase for the most part occurring among the males. On February 28, 1955, the number of claimants having an unemployment register in the live file was 619,701 (508,611 males and 111,090 females).

A total of 201,048 initial and renewal claims were adjudicated during the month, entitlement to benefit being granted in 122,150 or 60 per cent of the cases. Of the 75,897 initial claims for which the decision was "not entitled to benefit," 68,414 or 90 per cent failed to meet the basic contribution requirements, while in the case of the remaining 10 per cent a benefit

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

period was established but a disqualification was imposed (these 68,414 claims were considered under the seasonal benefit regulations but 17,093 or 25 per cent failed to establish a seasonal benefit period). The chief reasons for disqualification were: "voluntarily left employment without just cause," 7,049 cases; "not capable of and not available for work," 4,455 cases; and "refused offer to work and neglected opportunity to work," 2,697 cases.

New beneficiaries for regular and seasonal benefit during the month numbered 173,759, as against 266,822 during January and 213,991 during February 1955.

A total of \$32,188,102 was paid during February to both regular and seasonal beneficiaries in compensation for 1,733,650 weeks, in comparison with \$24,632,203 and 1,364,097 weeks during January and \$34,897,486 and 11,068,140 days during February 1955.

Reduction in the claimant's maximum weekly benefit rate occurred very infrequently, only 7 per cent of the weeks compensated (or 125,663 weeks) being reported as partial. During February, the proportion of partial weeks which were due to excess earnings stood at 54 per cent as against 56 per cent in January.

The estimated number of beneficiaries for regular and seasonal benefit per week during February was 416.1 thousand, compared with 313.3 thousand during January and 489.5 thousand during February 1955.

Of the 72,010 claims considered for seasonal benefit, 3,596 were renewal seasonal benefit claims filed.

*See Tables E-1 to E-4 at back of book.

Claims adjudicated numbered 71,512, of which 51,019 were entitled to benefit.

Seasonal benefit claimants having an employment register in the "live file" on the last working day of the month totalled 142,084.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for February show that insurance books or contribution cards were issued to 4,504,791 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1955.

At February 29, employers registered numbered 281,986, an increase of 797 during the month.

Enforcement Statistics

During February, 4,318 investigations were conducted by district investigators across Canada. Of these, 3,401 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The

remaining 917 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 56 cases, two against employers and 54 against claimants.* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 440.*

Unemployment Insurance Fund

Revenue received in February totalled \$20,043,943.42, compared with \$19,304,487.62 in January and \$17,173,515.42 in February 1955. Benefit payments in February amounted to \$32,168,997.54,† compared with \$24,619,181.33† in January and \$34,884,364.41 in February 1955. The balance in the fund at February 29 was \$873,417,741.80; at January 31, there was a balance of \$885,542,795.92 and at February 28, 1955, of \$869,000,298.57.

*These do not necessarily relate to the investigations conducted during this month.

†Estimated.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CU-B 1223, March 19, 1956

Summary of the Facts: The claimant worked for General Motors Corporation, Windsor, Ont., as a machine operator, from March 20, 1950, to July 29, 1955, when he was temporarily laid off on account of a shortage of work. He filed an initial claim for benefit on August 2, 1955, which was allowed.

On September 19, 1955, local 195 of the United Automobile Workers, of which the claimant is a member, called a strike at General Motors Corporation. On that date the majority of the workers at the Windsor plant were on layoff and those who had filed a claim, including the claimant, continued to receive unemployment insurance benefit. However, on or about October 10, 1955, the employees were notified by mail that work was to be resumed at the plant as of October 12. They failed to report for work and the insurance officer disqualified the claimant and those associated with him in this appeal from receipt of benefit as of October 12, pursuant to Section 63 of the Act, because in his opinion,

on that date, they lost their employment by reason of a stoppage of work due to a labour dispute at the factory at which they were employed.

From the decision of the insurance officer, the claimant appealed to a board of referees on November 1, 1955.

The board of referees, which heard representatives of the company and of the union in Windsor on November 23, unanimously allowed the appeal. In the board's opinion, General Motors of Canada Limited had failed to fulfil the condition laid down in the master agreement between the company and the union regarding notices of recall when these notices were sent by postcards instead of registered mail, and therefore the appellants had never been legally notified to return to work. It was not disputed that each of the claimants did, in fact, receive a notice of recall.

From the decision of the board of referees the chief claims officer appealed to the Umpire, contending that "if the stoppage of work had not interfered with the

company's schedule as conveyed to the representatives of the union, operations would have resumed on October 3". He Also submitted that a disqualification was in order from the date of normal return to work without any notice and that, in fixing October 12 as the date of disqualification, the insurance officer delayed the disqualification beyond the proper date.

The union requested a hearing, which was granted, and it was held in Toronto on February 13, 1956. Earl R. Watson and James Dowell, President and 1st Vice-president, respectively, of Local 195 of UAW-CIO, and I. G. Ross, of the Unemployment Insurance Commission, attended.

Conclusions: On the evidence before me, my decision is that the claim for benefit should be disallowed as from October 12, 1955.

In my view the insurance officer has satisfactorily established the causal relationship between the labour dispute and the claimant's unemployment on October 12.

There may be in some cases difficulty in ascertaining whether the unemployment of an individual is due to a labour dispute.

In the present case, however, we have undisputed evidence that the seasonal lay-off and recall were discussed by officials of the company and the union at a meeting which took place on August 31, 1955. It was then agreed, as shown by the letter addressed by the plant manager to the chairman of the plant committee on September 1, 1955, that production would be resumed approximately on the 11th of October.

This fact entirely disposes of the suggestion that the notices of recall were fictitious and merely to prevent the workers from receiving unemployment insurance benefits.

The union has argued, and the board of referees has accepted that argument as reasonable ground for allowing the appeal, that the notice of recall was not a legitimate offer of work because it had not been sent in accordance with the procedure set out in the master agreement between the company and the union.

In my view, this is entirely irrelevant to the issue. We are not concerned with the terms of the contract but solely with the questions as to whether or not there was work for the claimant and whether or not it was made available for him.

I may add that, if a worker resumed work at the employer's premises immediately after the settlement of the dispute, such evidence strengthens the inference that his unemployment, or part thereof, was caused by the dispute.

It is significant to note in this connection that work was resumed at General Motors of Canada Limited as soon as feasible after the settlement of the dispute.

For these reasons, the claimant and those associated with him in this appeal, all of whom admittedly were directly interested in the labour dispute, were rightly disqualified from the receipt of benefit pursuant to Section 63 of the Act.

The chief claims officer has asked that the general disqualification, which was first imposed as from October 12, be now made effective as of October 3, "the date of normal return to work without any notice".

I am not prepared to do so. It has not been shown that the insurance officer was not in possession of all the facts when he rendered his decision.

Decision CU-B 1224, March 23, 1956

Summary of the Facts: The claimant worked as a stationary engineer for Ltd.,, Que., from November 1953 to September 14, 1955. He filed an initial application for benefit on September 16 and stated that he had lost his employment on account of union activities. The employer reported on form UIC 479 (confirmation of separation) that he had been laid off. A further verification with the employer, however, revealed that the claimant was dismissed because he was "drinking on the job" notwithstanding previous warnings in that respect. The claimant was asked for his comments and he replied that he was fired "on account of having intoxicating liquor" on the premises on August 20, 1955, when the plant was closed for operations and only a few were employed on repairs; he added that, when he inquired about the real reason for his dismissal, he was told that he did not "play the game right" in so far as the union was concerned.

On the facts before him, the insurance officer disqualified the claimant from the receipt of benefit for a period of six weeks because, in his opinion, he had lost his employment by reason of his own misconduct within the meaning of Section 43(1) of the Act.

From the decision of the insurance officer, the claimant, on October 3, appealed to a court of referees, contending that on many occasions officials of the company had brought beer to the employees as a reward, and that the real reason for his dismissal was his union activities.

The employer was again asked for further information and, in reply, he stated that it had been reported to the management that the claimant "had consumed beer and had offered it to others, while on duty as an engineer for the boiler and other pressure vessels"; furthermore, a case of beer had been found in his locked cupboard.

The court of referees, after having heard the claimant and a representative of his union, in Montreal on October 27, confirmed by a majority the decision of the insurance officer.

The dissenting member of the court expressed the opinion that the real reason for the claimant's dismissal was his union activities.

From the majority decision of the court of referees, the claimant appealed to the Umpire on December 1.

The union requested an oral hearing, which was held in Montreal on February 20, 1956. The claimant and representatives of the union, the company and the Unemployment Insurance Commission and a former employee of the company attended the hearing.

Conclusions: On the facts before me, I consider that the claimant should not have been disqualified from the receipt of benefit.

The statement that he had been drinking on the job is not borne out by satisfactory evidence.

(The company's representative) stated before me that trustworthy employees had reported to the management that the claimant had consumed and distributed beer in the plant on August 20, 1955. Personally, he had not seen the claimant drinking beer but had only noticed glasses lying around on tables, when passing by. Furthermore, he was unable to say whether the claimant had ever been warned about drinking on the job. As to the case of beer which was mentioned in one of the employer's reports, he himself had discovered it in a cupboard of the boiler room after the claimant's dismissal. He could not state positively, however, that this cupboard was for the claimant's personal use.

On the other hand, the claimant emphatically denied at the hearing that he had consumed beer at any time on the employer's premises or that he had kept a case of beer in the boiler room or elsewhere. A former employee of the firm who appeared as a witness stated that he himself had drunk beer on the premises on two or three occasions with the foreman's approval and in the presence of the claimant, who had not consumed any.

Taking into consideration the original statement of the employer as to the reason for separation, the interval which elapsed between the alleged offence and the claimant's dismissal, and the positive and direct evidence which is all on the claimant's side, the appeal is allowed.

Oppose U.S. Withdrawal from ILO

(Continued from page 538)

handled by methods less drastic than the withdrawal of the United States from the organization".

A second protest against the suggested withdrawal came from J. D. Zellerbach, President of Crown Zellerbach Corp., and United States employer delegate to the ILO from 1945 to 1948. He also served as Vice-chairman of the ILO Governing Body.

In a statement made before the Subcommittee of the House Foreign Affairs Committee, Mr. Zellerbach said: "Far from being Communist-dominated, the ILO has served as a valuable forum for the presentation of progressive ideas on modern capitalism, on facilitating co-operation

between management and labour. Such a positive approach is, of course, the best answer to Communist attempts to impugn the free enterprise system and to sow discord between labour and management. Moreover, the ILO's comprehensive studies of forced labour have struck a serious blow to Soviet pretensions that Communism operates in the interests of the workers."

He went on to say that he believed withdrawal from the ILO "would be an isolationist action in violation of our international interests and responsibilities. It would leave a highly important field by default to the Soviet Union and its satellites... I would consider abandonment of our ILO membership, therefore, as morally and politically indefensible."

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during March Works of Construction, Remodelling, Repair or Demolition

During March the Department of Labour prepared 156 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 100 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in March for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Department of Agriculture.....	1	\$ 18,325.00
Defence Construction (1951) Ltd.	1	63,605.00
Department of Defence Production (February).....	154	1,198,224.00
Post Office	9	47,112.67

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during March

During March the sum of \$12,292.39 was collected from seven employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 119 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during March

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Near Vauxhall Alta: Oland Construction Ltd, construction of two check structures on main canal, Bow River Project.

Central Mortgage and Housing Corporation

Tuft's Cove N S: Terminal Construction Co Ltd, site improvement & planting. *Valcartier Que:* Bedard Girard Ltd, construction of electrical distribution system. *Petawawa Ont:* Reinhold & Gutzman, *clearing. *Edmonton Alta:* Progress Electric Ltd, construction of electrical distribution system; Burns & Dutton Construction Co, construction of housing units & services. *Comox B C:* A & B Construction Co Ltd, construction of school extension. *Chilliwack B C:* Terminal Construction Co Ltd, *site improvement & planting. *Vancouver B C:* W C Weberg, interior painting of apartments; Henry Berger, *lawn maintenance of apartments; R G Kelly, *repair of fire damage.

Defence Construction (1951) Limited

Halifax N S: Fundy Construction Co Ltd, construction of main gate & guardhouse & additional floor to bldg S8, HMCS *Stadacona*. *Camp Gagetown N B:* The Steel Co of Canada Ltd, construction of chain link fence & accessories; Newton Construction Co Ltd, construction of physical training bldg (M-2) & outside services. *Renous N B:* Wheaton Construction Co Ltd, construction of frontal traverse, transfer bldg, RCNAD. *Bagotville Que:* Coseley Engineering (Canada) Ltd, supply & erection of readiness shelters, RCAF Station. *Longueuil Que:* H Coupal Construction, installation of water main, Sorel Industries. *St. Hubert Que:* Coseley Engineering (Canada) Ltd, supply & erection of readiness shelters, RCAF Station. *Valcartier Que:* W Rourke Ltd, construction of extension to garage bldg #83, CARDE. *Barriefield Ont:* M Sullivan & Son Ltd, construction of hospital & outside services. *Camp Borden Ont:* Barclay Construction Ltd, construction of various bldgs & outside services. *Cobourg Ont:* Joice-Sweanor Electric, revision to fire alarm & watch system, #26 COD. *North Bay Ont:* Coseley Engineering (Canada) Ltd, supply & erection of readiness shelters, RCAF Station. *Uplands Ont:* Coseley Engineering (Canada) Ltd, supply & erection of readiness shelters, RCAF Station. *Portage la Prairie Man:* Bowyer-Boag Co Ltd, supply & installation of sprinkler & automatic fire alarm system in administration, hospital & GIS bldgs. *Cold Lake Alta:* Bennett & White (Alberta) Ltd, addition to hospital, RCAF Station. *Edmonton Alta:* Poole Construction Co Ltd, construction of ranges, return stores bldg, junior ranks clubs, barrack block & outside services, Griesbach Barracks. *Ralston Alta:* Shaw Construction Co Ltd, provision & stockpiling of gravel, Suffield Experimental Station. *Comox B C:* A I M Steel Ltd, supply & erection of chain link fence, RCAF Station. *Esquimalt B C:* Paine & Townsend, construction of rifle range bldg, Work Point Barracks.

Building and Maintenance

Dartmouth N S: W A Moffat Co, shingling & exterior painting of PMQs, HMCS *Shearwater*. *Halifax N S:* Walker & Hall Ltd, repairs to jetty, HMC Dockyard. *Farnham Que:* Chas Duranceau Ltée, paving of parade square. *Hagersville Ont:* The Steel Co of Canada Ltd, supply & erection of security fence at #1 Detachment Stock Vehicle Park. *Shirley's Bay Ont:* Frost Steel & Wire Co Ltd, supply & erection of chain link security fence. *Vancouver B C:* Rosenquist & Sons, interior painting of Beatty St Armoury. *Victoria B C:* J T Devlin & Co Ltd, interior & exterior painting of various bldgs, Work Point Barracks.

Department of Defence Production

(February Report)

Bedford Basin N S: Cameron Contracting Ltd, installation of concrete septic tank, sewage pump & piping, RCN Magazine. *Sydney N S:* J W Rudderham, installation of weatherstat control system in barrack blocks, RCAF Station. *Senneterre Que:* Courchesne & Lafleur Enr, repainting of interior of PMQs. *Ville La Salle Que:* H K Corey & Son, drilling of well, Naval Supply Depot. *London Ont:* Ross Urquhart Construction Co Ltd, repair to bldg, HMCS Prevost. *North Bay Ont:* Stradwick-Brown Ltd, repair of shower rooms, RCAF Station. *Rockcliffe Ont:* Ajax Air Conditioning Co Ltd, installation of air conditioning units in bldg #90, RCAF Station. *Trenton Ont:* W A Moffat Co, recovering of bldgs with shingle siding, RCAF Station; Weatherproofing Ltd, repair, replacement & re-insulation of underground steam distribution system, RCAF Station; Weatherproofing Ltd, installation of steam heating system, bldg #114, RCAF Station. *Uplands Ont:* General Equipment & Supplies Co Reg'd, installation of asphalt tile covering & cove base on floor of drill hall, RCAF Station. *Dundurn Sask:* Little-Borland & Co Ltd, shingling roofs of bldgs, Military Camp. *Aldergrove B C:* Monarch Roofing Co, repair & alterations to bldgs & guard house, Naval Radio Station. *Boundary Bay B C:* Quest Metal Works Ltd, construction & installation of kitchen equipment, bldg 18, RCE. *Chilliwack B C:* Flexible Window Screens, installation of roll-away window screens on windows of PMQs, 11 Works Coy, RCE.

Department of Fisheries

Valleyfield Nfld: Kenney Construction Co, construction of staff house & dwellings; Kenney Construction Co, installation of sewer, water & electrical systems & construction of roads & walks.

National Harbours Board

Montreal Harbour Que: J G Fitzpatrick Ltd, construction of transit Shed #46A. *Quebec Que:* Beaudet & Fils Enr, construction of sanitary facilities & offices, West End Shed A. *Prescott Ont:* Prescott Construction Ltd, enclosure of stairways & passenger elevator, Grain Elevator. *Vancouver Harbour B C:* Empire Roofing & Sheet Metal Works Ltd, renewal of roofing, #4 Elevator.

Department of Public Works

Carbonear Nfld: Cyril Babb, construction of shed. *Charlottetown P E I:* Bruce Stewart & Co Ltd, *renewals & repairs to dredge "PWD No 12". *Caribou N S:* Stanley Mason, *dredging. *Yarmouth Bar N S:* John Henry Leedham, raising bridge & construction of approaches. *Miscou N B:* J W & J Anderson Ltd, wharf repairs. *Val Comeau N B:* Comeau & Savoie Construction Ltd, construction of wharf. *Black Cape (Woodman's Beach) Que:* Bert Dimock, wharf relocation & extension. *Pointe Basse Que:* Chas Verreault, wharf extension. *St. Paul (Ile aux Noix) Que:* P Baillargeon Ltd, improvements to wharf approach. *St Roch des Aulnaies Que:* Jean-Baptiste Rioux, wharf repairs. *Vercheres Que:* Lucien Lachapelle, wharf improvements. *Burlington Ont:* The Cementation Co (Canada) Ltd, breakwater repairs (east section). *Ottawa Ont:* Otis Elevator Co Ltd, improvements to elevators, Centre Block, Parliament Bldgs; Leopold Beaudoin Construction Ltd, construction of addition, Woods Canadian Bldg; Leopold Beaudoin Construction Ltd, alterations to 7th floor, Postal Terminal Bldg; Maurice Savard, redecorating Temporary bldgs, No 6 & No 9. *Pefferlaw River Ont:* Dean Construction Co Ltd, reconstruction of training wall, stage 2. *Sandwich Ont:* Luigi De Apollonia, alterations & renovations, federal bldg. *Toronto Ont:* Bailey Construction Co Ltd, construction of bridge over Don River, Sunnybrook Hospital. *Waterford Ont:* Cromar Construction Ltd, construction of federal bldg. *Wheatley Ont:* Dean Construction Co Ltd, *dredging. *Outlook Sask:* Horosko Bros, construction of post office bldg. *Peace River Alta:* Walters Construction Ltd, construction of RCMP married quarters. *Waterton National Park Alta:* Remington Construction Co Ltd, construction of bridge over Waterton River. *Deas Island, Fraser River B C:* Gilley Bros Ltd, bank protection. *Vancouver B C:* Burrard Shipyard & Engineering Works Ltd, *repairs to launch *Walronda*; Bennett & White Construction Co Ltd, construction of central heating boiler house & prosthetic services bldg, Shaughnessy Hospital. *Yoho National Park B C:* Mannix Ltd, grading, culverts & base course, mile 21-0 to mile 28-0.

Department of Northern Affairs and National Resources

Point Pelee National Park Ont: Docherty Construction Co Ltd, construction of comfort stations; Docherty Construction Co Ltd, construction of water & sewer system. *Riding Mountain National Park Man:* Arthur Freiheit, construction of administration bldg, Wasagaming Townsite. *Banff National Park Alta:* Square M Construction Ltd, construction of ski jump, Mount Norquay. *Elk Island National Park Alta:* Poole Engineering Co Ltd, grading of parking & recreational area & construction of approximately 3,000 feet of highway adjacent thereto. *Kootenay National Park B C:* A E Jones Co Ltd, construction of combined staff quarters & office, West Entrance; Oland Construction Ltd, construction of stores bldg & workshop.

Department of Transport

Port aux Basques Nfld: R G McDougall Ltd, construction of transmitter bldg. *Charlottetown P E I:* County Construction Co, additional airport development. *Quebec Que:* Davie Shipbuilding Ltd, *construction of icebreaker, lighthouse supply & buoy vessel. *St Hubert Que:* Lewis Bros Asphalt Paving Ltd, additional airport development. *Owen Sound Ont:* Russel-Hipwell Engines Ltd, *construction of tugs. *Winnipeg & Vivian Man:* Henry E Gibson & Co Ltd, construction of bldgs. *Saskatoon Sask:* Pigott Construction Ltd, extension to maintenance garage. *Williams Lake B C:* Dawson, Wade & Co Ltd, airport development.

Recent Regulations

(Continued from page 554)

anhydrous ammonia delivery must also meet the requirements of the Highway Traffic Board.

Requirements for bulk storage and distribution plants are also set out. Before construction or installation is commenced the plans for these plants have to be approved by the Department. Anhydrous ammonia storage tanks may not be buried underground but must be installed in the open at a distance of at least 50 feet from adjoining property. No tank may be located closer than 400 feet to any school, church, hospital, or other place of public assembly.

Every tank or container must be inspected by a departmental inspector before being sold, leased or put to use in the province. A "Sale and Installation Report" must also be forwarded to the Department within 30 days after a vessel is sold, leased or installed.

Repairs by welding to a tank or its fittings may be done only with the approval of an inspector. If consent is given, the welding must be done by a person holding a pressure welder's authorization signed by the chief inspector.

Any anhydrous ammonia pressure vessel or container which does not meet requirements or which is not being used in a safe manner will be sealed by an inspector or other authorized officer.

The regulations also provide that operations pertaining to the unloading of railway tank cars are to be performed in accordance with the rules and requirements of the Board of Transport Commissioners.

Saskatchewan Theatres and Cinematographs Act

Regulations under the Saskatchewan Theatres and Cinematographs Act respecting licensing of projectionists were amended by O.C. 490/56, gazetted March 9, to allow experienced persons who have not served an apprenticeship to qualify for a third-class certificate.

The regulations approved by O.C. 924/54 (L.G. 1954, p. 862) provided for four classes of projectionists' licences, first, second, third-class and apprentice. A third-class licence enables the holder to operate projection equipment in towns, villages and hamlets using incandescent lighting. To be eligible for examination for a third-class projectionist's certificate, an applicant had to serve an apprenticeship of six months under a licensed operator. Now, a person who has served sufficient time to enable him to pass a written and practical examination to the satisfaction of an inspector is eligible, as well as the applicant who has served the required term of apprenticeship.

Wages, Hours and Working Conditions

Salaries and Hours of Labour in Municipal Government Service

Police constables, firefighters and labourers gained salary increases in several Canadian municipalities in 1955. In a few centres, hours of work per week were cut. Labourers' wage boosts averaged 5 cents

Salaries of police constables, firefighters and labourers were increased during 1955 in several municipalities across the country. The standard hours of work per week were reduced in a few centres.

This information is based on returns from 76 municipalities covered by the annual survey of wage rates conducted by the Economics and Research Branch of the Department of Labour.

The accompanying table shows the maximum basic salaries* of first class police constables and firefighters, hourly wage rates for works department labourers, and standard hours of work per week for each of these three groups of workers. The data apply to the pay period preceding October 1, 1954 and 1955. Comparable data for the years 1953 and 1952 appeared in the July 1954 issue of the *LABOUR GAZETTE* (p. 1035).

The salaries of both police constables and firefighters were highest in Vancouver, New Westminster and Toronto. Salaries for police constables were generally com-

parable with those of firefighters. Both groups received the same rate of pay in several cities in the Maritimes and Quebec, while in some centres of Ontario and the Prairies, police constables' salaries were slightly higher than those of firefighters.

Hourly wage rates shown for labourers are those paid to workers in that category in the works department of the municipality, although labourers in other civic departments were often paid at the same rates. In some cases where ranges of rates are given, the lower figure represents the starting wage rate and the higher one the maximum rate paid to labourers, generally to those engaged in more strenuous work or to those who have received a long-service bonus.

Police constables and firefighters received salaries increases of comparable size during 1955. Out of 69 cities reporting firefighters' salaries, 44 showed yearly increases in 1955, ranging from \$44 to \$494 and averaging \$159 per year. In the case of police constables, 37 of a total of 71 cities reported salary increases in 1955; these increases varied from \$60 to \$468 and averaged \$184 per year.

Labourers' wage rates for 1955 ranged from a low of \$0.70 in Charlottetown, to a high of \$1.63 in Vancouver. Increases during 1955 averaged 5 cents per hour in 40 of the 73 reporting centres.

See Table overleaf ►

Report of Conciliation Board

(Continued from page 546)

For this reason, it would seem that the employees would have a just claim to some retroactivity in any settlement, and I hereby recommend that the terms of the

settlement be made retroactive to the commencement of navigation in 1955.

The whole respectfully submitted.

(Sgd.) LOUIS DANIELS,
Member.

SALARIES AND HOURS OF LABOUR IN MUNICIPAL GOVERNMENT SERVICE, OCTOBER 1954 AND 1955

Municipality	Police Constable				Firefighter				Labourer (2)			
	Maximum Basic Salary per Year		Standard Hours per Week		Maximum Basic Salary per Year		Standard Hours per Week (1)		Wage Rate per Hour		Standard Hours per Week	
	1954	1955	1954	1955	1954	1955	1954	1955	1954	1955	1954	1955
Newfoundland—												
Bell Island												
Corner Brook East												
St. John's	3,000	3,000	48	48	3,000	3,000	84	84	1.00	1.00	44	44
Prince Edward Island—												
Charlottetown	2,400	2,400	48	48					.70	.70	48	48
Nova Scotia—												
Glouce Bay	3,035	3,035	48	48					1.20	1.20	44	44
Halifax	3,180	3,180	50	41½	3,180	3,180	72	63	1.17 & 1.27	1.17 & 1.27	40	40
Sydney	2,940	3,060	48	43					1.14	1.24½	48	44
New Brunswick—												
Fredericton	2,980	2,980	48	48	2,980	2,980	68	56	.92 & 1.01	.97 & 1.06	44	44
Moncton	3,036	3,249	40	40	3,276	3,276	60	60	1.18	1.18	40	40
Saint John	3,020	3,020	40	40	3,020	3,020	56	56	1.19½	1.19½	40	40
Quebec—												
Cap-de-Madeleine (2)	2,756	2,756	56	56	2,756	2,756	56	56	.80	.85	48	48
Drummondville (2)	3,224	3,484	56	56	3,484	3,484	56	56	1.00 & 1.05	1.00 & 1.05	48	48
Hull	3,009	3,000	48	48	2,950	2,950	72	72	1.00	1.05	48	47
Joliette	2,860	3,328	48	48	2,860	3,120	72	60	1.08	1.08	48	48
Lachine	3,320	3,320	48	48	3,260	3,260	63	60	1.15	1.21 & 1.27	44	44
Magog	2,889	2,889	60	60					.96 & .98	.96 & .98	48	48
Montreal	3,502	3,673	48	48	3,502	3,673	60	60	1.12-1.32	1.12-1.32	44	44
Quebec	2,961	2,964	48	48	2,964	2,964	72	72	1.05	1.05	45	45
St. Hyacinthe (2)	3,119	3,119	55	55	3,119	3,119	55	55	.83	.83	48	48
St. Jean	3,120	3,120	60	60					1.01	1.01	54	54
St. Jerome	2,964	3,068	48	48	2,964	2,964	60	60	1.00	1.00	44	44
Shawinigan Falls (2)	2,912	3,120	48	48	2,912	3,120	48	48	1.20	1.25	44	44
Sherbrooke	3,141	3,141	48	48	3,297	3,297	72	72	1.06	1.06	48	48
Sorel (2)	2,756	2,756	48	48	2,756	2,756	48	48	.86	.86	40	40
Trois Rivières (2)	3,224	3,224	56	56	3,224	3,224	56	56	.89½	.96 & 1.00½	44 & 48	48
Verdun	3,502	3,673	48	48	3,502	3,673	60	60	1.10	1.10	44	44
Westmount	3,500	3,673	48	48	3,500	3,673	63	60				
Ontario—												
Belleville	3,230	3,475	48	48	3,179	3,275	56	56	95-1.23	90-1.23	44	44
Brantford	3,560	3,560	48	48	3,367	3,550	56	56	1.31-1.36	1.37-1.48½	42	40
Brookville	3,200	3,400	48	48	3,110	3,210	56	56	1.06	1.06	45	45
Chatham	3,560	3,560	44	44	3,515	3,580	56	56	1.25	1.27	40	40
Cornwall	3,150	3,350	48	48	3,060	3,350	56	56	1.00	1.10	44	44
Port William	3,660	3,660	44	44	3,048	3,542	48	48	1.24 & 1.28½	1.30 & 1.34½	40	40

Galt.....	3,375	48	3,100	3,375	56	56	1.15	1.15	50	45
Guelph.....	3,665	48	3,400	3,475	56	56	1.14 & 1.19	1.21	44	44
Hamilton.....	3,822	40	3,588	3,558	48	46½	1.33½	1.33½	40	40
Kingston.....	3,390	44	3,350	3,450	56	56	1.01 & 1.08	1.04 & 1.08	44	48
Kirkland Lake.....	3,456	48	3,201	3,201	56	56	1.01 & 1.06	1.01 & 1.06	48	48
Kitchener.....	3,800	48	3,600	3,780	56	56	1.20	1.29	44	44
London.....	3,650	44	3,551	3,601	56	56	1.24	1.32	42½	40
Niagara Falls.....	3,700	48	3,600	3,601	56	56	1.45 & 1.46	1.47 & 1.48	40	40
North Bay.....	3,600	48	3,568	3,568	56	56	1.34	1.36	40	40
Oshawa.....	3,625	44	3,625	3,725	56	56	1.39 & 1.45	1.39 & 1.45	40	44
Ottawa.....	3,705	40	3,500	3,500	56	56	1.10 & 1.12	1.16 & 1.18	44	45
Owen Sound.....	3,300	48	3,250	3,250	56	56	1.10-1.10	1.10-1.12	47	42½
Peterborough.....	3,650	44	3,600	3,650	56	56	1.30½ & 1.35½	1.34 & 1.40	45	
Port Arthur.....	3,450	44	3,414	3,558	48	48	1.18-1.26	1.18-1.29	48	48
St. Catharines.....	3,500	48	3,500	3,700	48	56	1.30-1.35	1.30-1.35	40	40
St. Thomas.....	3,310	44	3,265	3,432	56	56	1.40 & 1.43	1.41	47	47
Sarnia.....	3,650	44	3,480	3,650	56	56	1.34	1.45½	40	40
Sault Ste. Marie.....	3,780	44	3,784	3,904	48	48	1.21	1.21	40	40
Stratford.....	3,425	44	3,350	3,350	56	56	1.23-1.24	1.28-1.31	44	44
Sudbury.....	3,797	44	3,680	3,680	56	56	1.12 & 1.20	1.17 & 1.21	44	44
Timmins.....	3,330	48	3,294	3,419	56	56	1.44	1.49	40	40
Toronto.....	3,900	40	3,632	4,071	56	56	1.55½	1.55½	40	40
Welland.....	3,500	44	3,400	3,500	56	56	1.15 & 1.20	1.25	44	44
Windsor.....	3,750	40	3,750	3,750	56	56				
Woodstock.....	3,200	48	2,950	3,200	56	56				
Manitoba—										
Brandon.....	2,880	48	2,760	2,976	56	56	96	97	44	44
St. Boniface.....	3,321	44	3,321	3,441	48	48	1.00 & 1.24	1.00 & 1.24	40	40
Winnipeg.....	3,480	40	3,380	3,564	44	44	1.12 & 1.27	1.12 & 1.29	40	40
Saskatchewan—										
Moose Jaw.....	3,156	40	3,156	3,276	56	56	1.17	1.17	40	40
Prince Albert.....	3,120	44	3,006	3,006	56	56	1.13	1.13	40	40
Regina.....	3,684	40	3,378	3,685	48	48	1.18 & 1.28½	1.18 & 1.28½	40	40
Saskatoon.....	3,360	40	3,194	3,514	48	48	1.13-1.30	1.13-1.30	40	40
Alberta—										
Calgary.....	3,612	40	3,612	3,756	40	40	1.33-1.45	1.36-1.48	40	40
Edmonton.....	3,628	40	3,616	3,745	48	48	1.30-1.33	1.30-1.39	40	40
Lethbridge.....	3,300	40	3,300	3,420	48	48	1.08-1.25	1.30	40	40
Medicine Hat.....	3,480	42	3,060	3,195	48	48	1.16-1.26	1.19-1.29	40	40
British Columbia—										
Nanaimo.....	3,096	44	3,600	3,726	48	48	1.41	1.46	40	40
Nelson.....	3,096	44	3,198	3,198	48	48	1.44	1.44	40	40
New Westminster.....	3,856	40	3,996	4,116	48	48	1.49-1.53	1.53-1.57	40	40
Prince Rupert.....	.....	.....	3,948	4,020	48	48	1.57	1.61	40	40
Trail.....	.....	.....	3,576	3,672	48	48	1.40	1.42	44	42
Vancouver.....	3,948	40	4,068	4,128	48	48	1.49½-1.60½	1.52-1.63	40	40
Victoria.....	3,691	40	3,888	3,888	48	48	1.36 & 1.40	1.36 & 1.40	40	40

(1) Firefighters in most centres in Eastern Canada operate on the "two platoon" system. In a typical fire department, shifts of 10 hours by day and 11 by night are arranged over six-week cycles in such a manner as to average 56 hours. Under this system, all work weeks are not of uniform length, but vary between 40 hours and 80 hours. In the western provinces, where the "three platoon" system is used, the 48-hour week is more common.

(2) Labourers in Works Department only.

(3) Both Police and Firefighting duties combined.

Strikes and Lockouts

Canada, March 1956*

Little time was lost in March in work stoppages arising out of industrial disputes; the total was the lowest recorded since March 1955.

In March 1956 there were 22 strikes and lockouts in existence, involving 3,243 workers, with a time loss of 16,875 man-working days, compared with 22 strikes and lockouts in February 1956, with 20,144 workers involved and a loss of 234,795 days. In March 1955, there were 13 strikes and lockouts, 2,297 workers involved and a loss of 15,752 days.

For the first three months of 1956 preliminary figures show a total of 37 strikes and lockouts, with 23,543 workers involved and a loss of 590,010 days. In the same period in 1955 there were 30 strikes and lockouts, 14,303 workers involved and a loss of 255,406 days.

Based on the number of non-agricultural paid workers in Canada, the time lost in March 1955 and 1956 was 0·02 per cent of the estimated working time; February 1956, 0·27 per cent; the first three months of 1956, 0·22 per cent; and the first three months of 1955, 0·10 per cent.

The issue of increased wages was a factor in 13 of the 22 disputes in existence during March. Of the other stoppages, six arose over dismissals, suspensions and employment of particular persons; one over reduced earnings; one over a union question; and one was a jurisdictional dispute.

Of the 22 strikes and lockouts in existence during March, two were settled in favour of the workers, three in favour of the employers, three were compromise settlements and seven were indefinite in result, work being resumed pending final settlement. At the end of the month seven disputes were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing

factory workers at Montreal, Que., on February 23, 1954; lumber mill workers at Saint John, N.B., on May 26, 1955; and newspaper printing plant workers at Montreal, Que., on April 20, 1955.)

Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in January 1956 was 178 and six were still in progress from the previous month, making a total of 184 during the month. In all stoppages of work in progress, 27,000 workers were involved and a time loss of 84,000 days caused.

Of the 178 disputes leading to stoppages of work that began in January, 14, directly involving 3,100 workers, arose over demands for advances in wages, and 68, directly involving 9,200 workers, over other wage questions; four, directly involving 300 workers, over questions as to working hours; 18, directly involving 3,000 workers, over questions respecting the employment of particular classes or persons; 69, directly involving 6,600 workers, over other questions respecting working arrangements; two, directly involving 1,000 workers, over questions of trade union principle; and three, directly involving 2,200 workers, were in support of workers involved in other disputes.

United States

Preliminary figures for February 1956 show 250 work stoppages resulting from labour-management disputes beginning in the month, involving 70,000 workers. The time loss for all work stoppages in progress during the month was 2,200,000 man-days. Corresponding figures for January 1956 were 250 stoppages involving 85,000 workers and a loss of 2,000,000 days.

*See Tables G-1 and G-2 at back of book.

Prices and the Cost of Living*

Consumer Price Index, April 1, 1956

Canada's consumer price index (1949=100) registered a slight gain between the beginning of March and April 1956, moving from 116.4 to 116.6. A year ago it stood at 116.1.

Current increases in the food, shelter and other commodities and services indexes were more than sufficient to offset a decrease in the household operation index. The clothing index was unchanged.

A rise in the food index from 109.1 to 109.7 followed a series of moderate declines, unbroken since September 1955. A substantial increase in the price of potatoes, together with higher prices for other fresh vegetables, fruits, eggs, coffee and cheese, more than outweighed further decreases for all beef and pork cuts and margarine.

The shelter index advanced from 131.6 to 131.9 as a result of increases in both the home-ownership and rent components.

The clothing index remained unchanged at 108.7 between March and April 1956, as slight increases affecting footwear, men's topcoats and hats were counterbalanced by scattered decreases for women's spring coats, hosiery and boys' cotton sport shirts.

The household operation index declined slightly from 116.8 to 116.6. Decreases in most appliance prices and some household supplies more than offset increases for some items of furniture, floor coverings and lawnmowers.

The other commodities and services index rose from 119.9 to 120.1 as higher prices were reported for automobile licences, doctors' and dentists' fees. Prices for radios and some magazines were lower.

Group indexes one year earlier (April 1, 1955) were: food 111.0, shelter 128.7, clothing 107.9, household operation 116.9, and other commodities and services 118.2.

City Consumer Price Indexes, March 1956,

Consumer price indexes (1949=100) increased slightly in six of ten regional cities between February 1 and March 1, 1956, two were unchanged while two showed minor decreases. Changes did not exceed 0.3 per cent.

Food indexes were lower in seven cities, unchanged in one, and up fractionally in two. Decreases ranged up to 0.7 per cent in Toronto while the two increases, in St. John's and Winnipeg, were only 0.1 per cent. Meat prices continued to move

to lower levels: further price declines for all cuts of beef occurred in most cities, while prices for most other meat items decreased during the month. Prices were somewhat lower for a number of fresh and canned fruits. Higher prices were reported for eggs, margarine, coffee and some fresh vegetables.

The shelter index was unchanged in six cities and showed only small upward movements in the other four cities. Clothing indexes were higher in eight of the ten regional cities and unchanged in two. Household operation indexes were up in five cities, unchanged in four and down slightly in the other regional city. The other commodities and services index was up in all but one of the ten cities, as higher prices were general for new passenger cars on March 1, compared with last fall's prices. Increases for auto repairs, tires and rates for hospital care also contributed to the change in this group index.

Regional consumer price index point changes between February 1 and March 1 were as follows: Saint John +0.3 to 117.4; Winnipeg +0.3 to 116.8; Halifax +0.2 to 114.3; Edmonton-Calgary +0.2 to 114.3; St. John's +0.1 to 105.0*; Vancouver +0.1 to 118.6; Montreal -0.3 to 116.7; Toronto -0.1 to 118.2. Ottawa and Saskatoon-Regina remained unchanged at 117.3 and 114.7 respectively.

Wholesale Prices, March 1956

The general wholesale price index (1935-39=100) advanced 0.5 per cent, from 222.2 to 223.3, between February and March. Six of the eight major component groups advanced, one receded slightly and one remained unchanged.

Non-ferrous metals and their products registered the largest gain, the group index moving up 1.8 per cent to 207.3 mainly because of a substantial increase in copper and its products. Vegetable products rose 1.0 per cent to 195.2. Iron and its products and non-metallic minerals and their products each advanced 0.6 per cent, to 232.4 and 180.0 respectively. Chemicals and allied products rose 0.5 per cent to 179.5 and animals' products showed a slight gain of 0.1 per cent to 217.7.

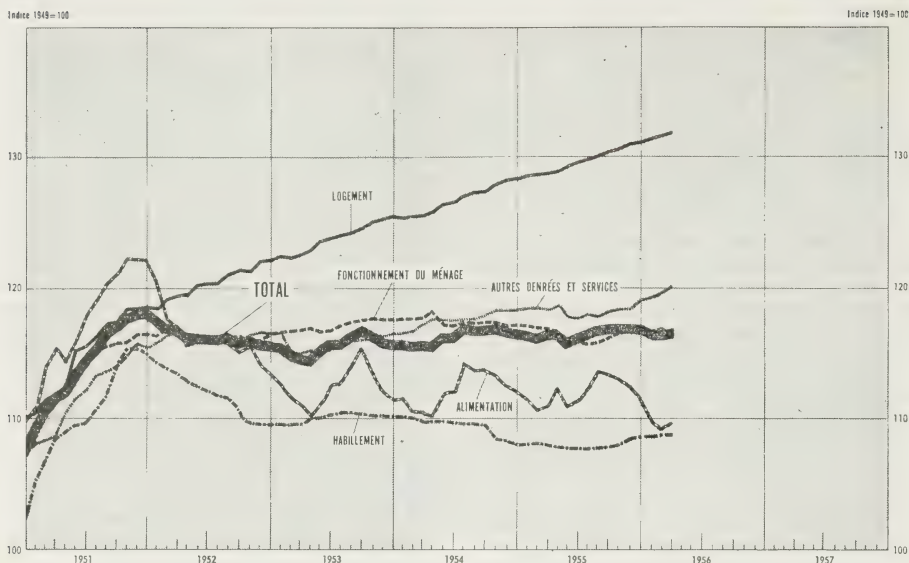
Wood, wood products and paper declined 0.1 per cent to 305.6.

Fibres, textiles and textile products remained unchanged at 228.9.

*See Tables F-1 and F-2 at back of book.

*On base June 1951=100.

CONSUMER PRICE INDEX FROM JANUARY 1951



Canadian farm product prices at terminal markets advanced slightly between February and March; the index rose 0.8 per cent from 195.9 to 197.5. The field products group index climbed 2.8 per cent while animal products declined 0.5 per cent, from 232.3 to 231.1.

Residential building material prices also rose; the index was 0.8 per cent higher in March, rising from 289.6 to 291.8. Scattered price increases occurred in lumber, brick, electrical wiring, rough hardware and certain bathroom fixtures.

The non-residential building materials index (1949=100) rose 0.7 per cent between February and March, from 126.9 to 127.8.

A DBS survey of family expenditure, based on records furnished by 969 families in Halifax, Montreal, Toronto, Winnipeg and Vancouver, shows that the families—consisting of from two to six persons—in 1953 spent an average of \$1,400 per person.

The average dollar spent was broken down like this: food 27.3 cents; housing, fuel, light and water 15.6 cents; household expenses 3.6 cents; household furnishing and equipment 6.2 cents; clothing 9.5

U.S. Consumer Price Index, March 1956

The United States consumer price index (1947-49=100) rose one-tenth of a point between mid-February and mid-March, from 114.6 to 114.7. In March 1955 the index was 114.3.

During the month, retail food prices rose 0.2 per cent after a five-month decline but meat, poultry and fish prices were still almost 10 per cent lower than a year earlier. Price advances for fresh vegetables led the recent upturn.

U.K. Index of Retail Prices, January 1956

The United Kingdom index of retail prices (Jan. 1952=100), compiled by the Ministry of Labour, declined from 116.2 to 115.8 between mid-December and mid-January.

cents; medical care 4.3 cents; personal care 1.9 cents; recreation 3.6 cents; reading and education 1.1 cents; tobacco and alcohol 3.5 cents; gifts and contributions 2.3 cents; personal taxes 5.8 cents; security payments (life insurance, pension contributions) 4.2 cents; car, purchase and operation 7.8 cents; other transportation 2.2 cents; and miscellaneous 1.1 cents.

Articles on Automation Selected from Periodicals in Labour Department Library

Persons wishing to consult the articles on automation listed below are advised to refer to their local libraries or to obtain the periodical from the publisher.

List No. 93

Adjustments to automation in two firms. (In *Monthly Labour Review*, Jan. 1956, p. 15-19.)

One firm was a large manufacturer of radio and television sets, the other the home office of a large insurance company.

Aspects techniques de l'automatisme, by Roger Chartier. (In *Relations Industrielles*, Dec. 1955, p. 44-56.)

Bibliographical notes.

Points covered include definition, integration, feedback, electronic computing.

Automation—a growing problem. (In *The International Chemical Worker*, Feb. 1956, p. 7.)

Part I of a two-part discussion.

Automation has been operating in the chemical industry since World War II. From 1947-1952 there has been a phenomenal expansion in production. There will be an increase in size of the non-production work force in relation to the production workers.

The automation problem. (In *The International Chemical Worker*, March 1956, p. 7.)

Part II of a discussion on automation.

The effect of automation on wages, employment, and retraining of workers.

Automatic factories are key to next technical advance, by J. J. Brown. (In *Canadian Business*, Oct. 1955, p. 26-29.)

Many companies are studying the possibilities of automatic production, e.g. automobile, chemical and petroleum industries. Automation is the self-control of machines or operations.

Automation. (In *Brotherhood of Maintenance of Way Employees Journal*, Dec. 1955, p. 4-6.)

Quotes various individual opinions. If displaced workers survive they will be absorbed. Low-cost production brings the problem of consumption. Full employment is the solution.

Automation. (In *Economic Intelligence*, No. 88, Nov. 1955, p. 1-2.)

Prof. Norbert Wiener thinks automation will create an unemployment situation. Others are not so apprehensive. Reuther recommends adjusting to the new technology.

Automation. (In *Trade Union Information*, No. 5, Nov.-Dec. 1955, p. 14-17.)

Discusses "Detroit automation"; Feedback control, electronic computers, the role of the unions in the question of full employment.

Automation: a new dimension to old problems, by G. B. Baldwin and G. P. Schultz. (In *Monthly Labour Review*, Feb. 1955, p. 165-169.)

Partial contents:—Areas of industrial relations affected, abilities required of the labour force, job classifications and seniority, and the problem of displacement.

Automation—Advances in automatic production, by Robert T. Collins. (In *Advanced Management*, May 1955, p. 26-30.)

Automation as applied in various industries cuts costs, saves labour, improves quality and increases output.

Automation and British labour, by John Walton. (In *Labour and Industry in Britain*, Sept. 1955, p. 137-139.)

British trade unions are studying the implications of automation. It is the job of unions to see that the worker benefits from change in industry and that displaced workers are absorbed by retraining.

Automation and employment. (In *The Electron*, Feb. 1956, p. 38-44.)

Automation will probably be considered the industrial revolution of the 20th century. If intelligently anticipated plans can be made now to control its effects on society.

Automation and higher living standards, by Sir Walter Puckey. (In *Labour and Industry in Britain*, Dec. 1955, p. 171-176.)

Automation and labour relations, by C. E. Dankert. (In *Personnel Journal*, Dec. 1955, p. 263-265.)

Realistic look toward some of the developments such as shorter work-week, more shift work, that may be expected as automation progresses.

Automation, by Helen E. Loftus. (In *Special Libraries*, March 1955, p. 127-128.)

Bibliography on automation, p. 128.

Defines automation and indicates how automation might be used in library work.

Automation can be expected to displace many office workers, Coughlin testifies; goes to Hill for hearing. (In *White Collar*, Nov. 1955, p. 1.)

Automation... facts every worker needs to know, by Research Associates. (In *UE News* (Canadian), Feb. 3, 1956, p. 2-3.)

Automation hits treasury plate printers. (*AFL News-Reporter*, Nov. 4, 1955, p. 1.)

Automation—how will it affect offices? (In *Office Equipment and Methods*, Jan. 1956, p. 16-17.)

Office conditions will change bringing reduction in clerical staff. There will be fewer lower-rated jobs and more higher-skilled jobs, resulting in a reduction in total salaries which would pay for the equipment.

Automation in industry. (In *The Foreman's Letter*, Dec. 22, 1955, p. 1.)

Automation in the office. (In *Topics*, Dec. 1955, p. 12.)

First in a series of articles.

Automation—integrated data processing. (In *Office Equipment and Methods*, Jan. 1956, p. 12-13; 38, 40.)

The names by which clerical information can be copied.

Automation: is it blessing or curse for radio, TV? (In *The CIO News*, NABET ed., Oct. 1955, p. 1-)

Automation—it starts with work simplification. (In *Office Equipment and Methods*, Jan. 1956, p. 10-11.)

Automation, magic and menace. (In *U.A.W.-A.F.L. Auto Worker*, March 1956, p. 4-6.)

The article surveys prospects and problems from the point of view of those likely to be affected. Summarizes the arguments for and against.

Automation moves into Canadian railway offices. (In *The Railway Clerk*, Jan. 15, 1956, p. 13.)

"Automation"; news behind the noise. By Herbert Solow. (In *Fortune*, April 1956, p. 150-155, 160, 164+)

Gives various definitions many arising from the numerous conferences on automation. Discusses automation as it affects the automotive industry, the electronics industry and various other industries, also computers. On page 170 there is a short account of mechanization progress in Russia.

Automation: promise and problems, by Walter P. Reuther. (In *International Free Trade Union News*, March 1956, p. 3-4.)

Excerpts from Reuther's testimony before the Subcommittee on Economic Stabilization of the Joint Congressional Committee on the Economic Report.

Automation safeguards proposed; CIO urges 30-hour week, more purchasing power as "cushions" to meet the effects of automation. (In *International Woodworker*, Nov. 9, 1955, p. 15.)

Automation: some human problems. By W. E. Vannah. (In *Personnel*, Sept. 1955, p. 100-106.)

Bibliography: p. 106.

Partial contents:—Present applications, labour opinion, some case histories, automation in the office, effects on collective-bargaining contracts.

Automation—some social aspects, by H. de Bivort. (In *The International Labour Review*, Dec. 1955, p. 467-495.)

Discusses the problems raised by automation in the light of the experience of countries in which it has begun to develop.

Automation—the new technology, by John Diebold. (In *Harvard Business Review*, Nov.-Dec. 1953, p. 63-71.)

Automation will make possible new, more comprehensive and more economical services. Includes paragraphs on the businessman's viewpoint and applications to industry.

Automation to usher in New Day. (In *B.C. Lumber Worker*, Nov. 1955, p. 13-14, 2nd issue.)

Automation: what it is and what it is not, by James E. Myers. (In *Special Libraries*, Sept. 1955, p. 308-313.)

Partial contents:—Definition, the electronic computer, job redistribution.

Automation—What's it all about? By William B. Forbes. (In *Office Equipment and Methods*, Jan. 1956, p. 8-9; 43-44.)

Summarizes the limitations of electric computers and emphasizes that human minds decide the questions, facts and instructions given to machines.

Automation—will it cause unemployment? (In *Office Equipment and Methods*, Jan. 1956, p. 14-15.)

Specialists will be on the increase. Much of the unemployment will be "hidden". There will be more displacement in the office than in the factory.

BENDINER, ROBERT. The age of the thinking robot, and what it will mean to us. Detroit, UAW-CIO Education Dept., 8000 E. Jefferson Ave., 1955. 7 p.

Reprinted from *The Reporter*, April 7, 1955.

Discusses the advantages of automation and the effect of automation on the unemployment outlook. There will be greater need for higher skills.

Britain goes all out for automation. (In *The Butcher Workman*, Nov. 1955, p. 16-17.)

Great Britain is rapidly coming to the front in automation. There will be a development in the educational system for the demand for scientists, engineers and other skilled men will increase.

British trade unions welcome automation, with some reservations. (In *Information*, United Steelworkers of America, Sept.-Oct. 1955, p. 7-8.)

British unions believe the result will be higher wages, better working conditions and more leisure. Full employment is essential.

British workers face automation. (In *The Carpenter*, Dec. 1955, p. 10-12.)

Discusses the effect of automation on various industries. Education and training of the labour force will develop especially in science and engineering. Fear of unemployment is over-rated.

Can we survive technology? By J. Von Neumann. (In *Fortune*, June 1955, p. 106+ .)

Includes a section:—"Alchemy" and automation, the usual improvements within an organization. Also mentioned are improvements in transportation and the possibility of controlling climate, including rain making.

CAREY on automation: business must share social work. (In *The IUE-CIO News*, Nov. 7, 1955, p. 9.)

The challenge of automation. (In *Lithographers' Journal*, Nov. 1955, p. 13- .)

Paper delivered by J. Conway at a recent National Conference on Automation, considers chiefly the effect on the automotive industries and mentions the difficulty of the older workers. We should concentrate on the use of automation for the good of all.

The challenge of automation, by J. R. Shapiro. (In *Canadian Unionist*, Jan.-Feb. 1955, p. 9.)

First of a series of radio addresses.

CIO gives congressional committee plan for cushioning effects of automation. (In *The Brewery Worker*, Nov. 1955, p. 13.)

Congress delves into automation. (In *Business Week*, Oct. 22, 1955, p. 30-31.)

The U.S. government considers what it should do to prepare for automation.

A critical appraisal—a government that no longer leads, by James A. Campbell. (In *The Government Standard*, Dec. 23, 1955, p. 1.)

The drive for efficiency through automation brings a fundamental question to the fore—what's the answer? By George L. Greengrass. (In *Railway Carmen's Journal*, Nov. 1955, p. 10-12.)

Automation as it affects the railway industry has already caused unemployment. Retraining programs could establish job diversification. Skilled labour is in demand.

The education department reports, automation is viewed by Rochester Joint Board. (In *The Advance*, March 15, 1956, p. 9.)

A digest of Ted Silvey's remarks before the Rochester Joint Board covering development of machinery, technology, industrial revolution and automation, and the role the labour movement has played in these developments.

Electrical workers beat automation. (In *The Electrical Workers' Journal*, Feb. 1956, p. 18-19; 61-62.)

What local unions in the electrical industry are doing to meet the problems of automation.

Electronics goes modern, by E. L. Van Deusen. (In *Fortune*, June 1955, p. 132+ .)

Electronics, key to automation of many other industries, is itself becoming mechanized.

Facing up to automation, by Walter Reuther. (In *The Canadian Unionist*, Sept. 1955, p. 325-326.)

Automation gives promise of improved living conditions and increased leisure. Science and technology are giving us the tools for economic abundance.

First national conference of white-collar workers discusses office automation. (In *The Canadian Unionist*, Oct. 1955, p. 426.)

For small business as well as large there are many opportunities in automation, by Carroll W. Boyce. (In *The Monitor*, Oct.-Nov. 1955, p. 14-17; 34.)

Hardships in automation seen; subcommittee has recommendation after investigation. (In *Trainmen News*, Dec. 19, 1955, p. 2.)

How automation hits a plant, by M. Richmond. (In *Factory Management & Maintenance*, Nov. 1955, p. 138-140.)

Automation as used in Emerson Radio & Phonograph Corporation.

How much automation for your plant? By Annesta R. Gardner. (In *Dun's Review and Modern Industry*, Feb. 1954, p. 62-68.)

The automated plant is here now in industries using mechanized automatic handling, e.g. Ford Motor Company.

How to evaluate automation, by James R. Bright. (In *Harvard Business Review*, July-Aug. 1955, p. 101-111.)

It still takes managerial thought and skill to achieve the economic and socially desirable level of mechanization.

The impact of automation and the workers, by T. F. Silvey. (In *Free Labour World*, Oct. 1955, p. 24-29.)

Implications of automation, by Walter S. Buckingham, Jr. (In *Monthly Labor Review*, May 1955, p. 519-523.)

Partial contents:—Industrial and economic implications, Potential uses, Effect on industrial operations, Effect on the labour force.

Kennedy on automation: protection for all "Rails" urged. (In *Trainman News*, Oct. 31, 1955, p. 1; 3.)

Labor can handle automation, by Carl Huhndorff. (In *Machinists Monthly Journal*, April 1955, p. 119-123.)

Automation is not really new. There will be an orderly transition from mass production as we know it. The human

element is still necessary. The article gives a description of the way automation works.

Merged labor sure to hunt 32-hour week; automation's answer. (In *The Guardian*, Oct. 26, 1955, p. 3.)

Newspaper makes survey—automation in the Federal Service. (In *The Government Standard*, Feb. 24, 1956, p. 3.)
Reprinted from the *Wall Street Journal*, Feb. 17, 1956.

There will be a reduction in paper work. The Government is increasing its use of electronic devices.

Office automation; what's happening in CNR accounting? (In *Canadian National Magazine*, Jan. 1955, p. 4-5.)

A question and answer interview. Brings out many pertinent points.

Personnel executives differ with Bell system on automation effects, so does the U.S. Congress—and CWA. (In *The CWA News*, Jan. 1956, p. 7.)

Planning for automation: one company's experience, by Del S. Harder. (In *Automation*, v. 1, p. 46. Abstracted in *Management Review*, May 1955, p. 310-311.)

Automation as applied in the Ford Motor Company.

The promise of automation, America's next twenty years, Part II, by Peter F. Drucker. (In *Harper's Magazine*, April 1955, p. 41-47.)

Automation's most important impact will not be on unemployment but on the qualifications and functions of employees.

"Push-button" factories could mean fewer accidents. (In *The Garment Worker*, Jan. 1956, p. 19.)

Reuther urges shorter hours as automation age "cushion". (In *The CIO News*, Oct. 24, 1955, p. 6-7.)

Preparation demanded for shorter shifts.

A review of automatic technology, by E. Weinberg. (In *Monthly Labour Review*, June 1955, p. 637-644.)

Bibliographical foot-notes.

Partial contents:—Background, recent developments, outlook.

Roy, Ross. The challenge of automation. Detroit, Ross Roy Inc., 2751 E. Jefferson Ave., 1955. 5 leaves.

Also appears in *Special Libraries*, Sept. 1955, p. 315-316.)

- Text of speech delivered in Detroit, June 13, 1955, to the Special Libraries Association.
- Increased production presupposes increased sales and production. Management must co-ordinate all three. Special librarians have the opportunity of contributing to the increased productivity of the company they work for.
- Shorter hours to meet automation urged by labor. (In *The Elevator Constructor*, Dec. 1955, p. 4.)
- Snags in automation outlined—Keenan, Beirne stress need for cooperation. (In *AFL-CIO News*, Feb. 4, 1956, p. 2.)
- Some problems of automation. (In *Scope*, Sept. 1955, p. 44-51.)
- Automation calls for higher technicians. Its effects will not be widespread and changes will come gradually. Other points considered are consumer benefits, working advantages, management's task.
- Statement of James P. Mitchell, U.S. Secretary of Labor on automation and technological change before the Subcommittee on Economic Stabilization of the Joint Committee on the Economic Report, Oct. 24, 1955. (In *News from the U.S. Dept. of Labor*, Oct. 25, 1955.) 9 p.
- Mr. Mitchell defines automation. Its application will mean no overwhelming problems of readjustment. The effect will reduce routine repetitious jobs and all workers will move to levels of higher attainment. The U.S. Dept. of Labor is studying the development of the skills of the working force and government responsibility for a smooth transition is recognized.
- Technological change on the railroads—what it means—studies show impact of automation in industry. (In *Sheet Metal Workers' Journal*, Dec. 1955, p. 18.)
- Technological changes of automation have affected railroad workers tremendously since 1947. (In *The United Rubber Worker*, Dec. 1955, p. 13.)
- The technology of automation, by Hon. Harrison A. Williams, Jr. (In *Congressional Record*, Proceedings and Debates of the 84th Congress, 1st sess., whole issue, p. 1-7.)
- There is no need to fear automation, by J. J. Brown. (In *Canadian Business*, Oct. 1955, p. 30-34.)
- Changeover will be gradual and there will be time for displaced workers to be absorbed and the expanding economy will also help. There will be a gradual upgrading of the quality of labour.
- Towards the automatic factory. London, PEP (Political and Economic Planning) 1955. (In *Planning*, June 13, 1955, p. 65-84.)
- Partial contents:—Operation and control, prospects for the future, problems, implications.
- Union leaders detail automation's impact on their industries before Congressmen. (In *The United Rubber Worker*, Dec. 1955, p. 7.)
- Unionism—answer to automation, by O. Wm. Blaier. (In *The Carpenter*, Feb. 1955, p. 5-8; Nov. 1955, p. 10-12.)
- Labour must share in the benefits of automation and American workers will be more than ever dependent on their unions.
- What automation means, by F. G. Woolard. (In *Personnel Management & Industrial Equipment*.
1. Sept. 1955, p. 144—
Factory personnel of the future.
 2. Oct. 1955, p. 228—
How the robot factory will affect people's jobs.
 3. Nov. 1955, p. 288—
New machines for better living.)
- Address to the Margate Conference on the automatic factory. Automation will ultimately mean improvement in living standards. Management and government must face the problem of displacement. Strikes must be avoided at all costs. Automation can apply only to certain types of production. It is a device to make work easier and better.
- What automation means to America, by C. W. Boyce. (In *Factory Management and Maintenance*, Sept. 1955, p. 84-90.)
- Partial contents:—Threats to automation. "Preserving" jobs. Labour supply. Shorter hours. Labour demand. Future of automation.
- What did the automation hearings accomplish? (In *United Rubber Worker*, Jan. 1956, p. 5.)
- Where automation starts, by The Editor. (In *Office Equipment and Methods*, Jan. 1956, p. 7.)
- Automation means technological progress.
- Will automation wipe out your job? If the workers of the nation are to share in the fruits, they will have to do it through strong democratic unions. By O. W. Blainer. (In *The American Federationist*, Dec. 1955, p. 28-29.)
- Women may be hurt most by automation. (In *The Paper Maker*, Dec. 1955, p. 7.)

Labour Statistics

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED FEBRUARY 18, 1956

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,524	99	407	1,572	2,031	964	451
Agricultural.....	688	*	42	157	193	271	23
Non-Agricultural.....	4,836	97	365	1,415	1,838	693	428
Males.....	4,248	81	322	1,228	1,512	758	347
Agricultural.....	669	*	41	155	187	262	22
Non-Agricultural.....	3,579	79	281	1,073	1,325	496	325
Females.....	1,276	18	85	344	519	206	104
Agricultural.....	19	*	*	*	*	*	*
Non-Agricultural.....	1,257	18	84	342	513	197	103
All Ages.....	5,524	99	407	1,572	2,031	964	451
14—19 years.....	492	13	37	183	154	77	28
20—24 years.....	723	17	54	233	243	127	49
25—44 years.....	2,593	46	183	730	960	456	218
45—64 years.....	1,503	21	114	381	583	266	138
65 years and over.....	213	*	19	45	91	38	18
<i>Persons with Jobs</i>							
All status groups.....	5,216	91	371	1,441	1,954	924	435
Males.....	3,974	73	290	1,112	1,441	724	334
Females.....	1,242	18	81	329	513	200	101
Agricultural.....	678	*	41	154	190	268	23
Non-Agricultural.....	4,538	89	330	1,287	1,764	656	412
Paid Workers.....	4,103	74	289	1,161	1,624	587	368
Males.....	2,959	58	216	853	1,146	411	275
Females.....	1,144	16	73	308	478	176	93
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	308	*	36	131	77	40	16
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,111	157	468	1,436	1,644	937	469
Males.....	1,045	51	107	254	305	216	112
Females.....	4,066	106	361	1,182	1,339	721	357

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended Feb. 18, 1956		Week Ended Jan. 21, 1956		Week Ended Feb. 19, 1955	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	325	293	299	281	404	375
Without Jobs.....	308	278	286	269	379	357
Under 1 month.....	70	—	82	—	69	—
1— 3 months.....	166	—	154	—	193	—
4— 6 months.....	51	—	29	—	77	—
7—12 months.....	11	—	*	—	26	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	17	15	13	12	25	18
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	13	11	*	*	17	14

(¹) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(¹ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	303	63	233	199	32	906
1953—Average.....	72	329	70	252	218	35	976
1954—Average.....	72	323	68	261	239	36	999
1955—Average.....	74	344	78	276	262	38	1,072
1955—January.....	71	318	60	257	250	35	991
February.....	68	327	57	257	252	35	996
March.....	59	330	56	259	257	36	997
April.....	59	336	63	266	253	36	1,013
May.....	69	340	72	273	258	37	1,049
June.....	77	346	86	279	265	38	1,091
July.....	80	346	86	283	260	38	1,093
August.....	81	353	92	282	261	39	1,108
September.....	81	355	93	285	273	39	1,126
October.....	82	358	99	289	271	40	1,139
November.....	83	357	89	290	274	40	1,133
December.....	81	363	80	290	272	39	1,125
1956—January.....	75	352	68	278	268	39	1,080

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At February 1, employers in the principal non-agricultural industries reported a total employment of 2,548,885

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls. (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	81.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1953—Jan. 1.....	113.0	141.6	125.3	53.81	111.4	139.1	124.9	54.92
Feb. 1.....	110.3	145.6	132.0	56.72	111.9	149.7	133.8	58.82
Mar. 1.....	110.0	147.0	133.6	57.40	112.7	151.9	134.8	59.25
Apr. 1.....	110.0	146.7	133.4	57.33	112.9	152.6	135.2	59.43
May 1.....	110.9	148.2	133.9	57.52	113.1	152.9	135.2	59.43
June 1.....	112.4	151.5	134.4	57.72	113.4	154.0	135.2	59.43
July 1.....	114.9	154.5	134.0	57.57	114.7	155.0	134.5	59.16
Aug. 1.....	115.6	155.3	133.9	57.52	114.4	153.9	134.0	58.93
Sept. 1.....	116.6	157.0	134.1	57.61	115.6	155.4	133.8	58.83
Oct. 1.....	116.9	158.7	135.3	58.11	115.2	157.1	135.8	59.69
Nov. 1.....	115.9	157.4	135.3	58.14	113.1	155.0	136.4	59.98
Dec. 1.....	114.1	154.9	135.3	58.13	110.9	152.8	137.1	60.29
1954—Jan. 1.....	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1.....	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1.....	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1.....	105.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1.....	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1.....	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1.....	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1.....	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1.....	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1.....	113.4	157.1	137.9	59.25	108.1	151.8	139.6	61.39
Nov. 1.....	112.5	157.2	139.2	59.78	106.3	150.5	140.8	61.89
Dec. 1.....	112.1	156.2	138.7	59.59	105.4	149.7	141.2	62.07
1955—Jan. 1.....	109.1	149.2	136.1	58.49	103.2	143.5	138.3	60.80
Feb. 1.....	105.8	148.8	140.0	60.15	103.6	148.2	142.2	62.53
Mar. 1.....	105.6	150.3	141.7	60.86	105.7	152.5	143.5	63.11
Apr. 1.....	105.7	150.0	141.2	60.68	106.5	154.2	143.9	63.28
May 1.....	107.4	153.1	141.9	60.96	107.3	156.6	145.1	63.81
June 1.....	111.7	158.8	141.4	60.76	109.3	158.9	144.5	63.54
July 1.....	115.3	164.1	141.7	60.87	111.6	161.5	143.9	63.18
Aug. 1.....	116.1	166.0	142.3	61.13	111.4	161.0	143.7	63.24
Sept. 1.....	118.3	169.0	142.2	61.11	114.0	164.9	143.8	63.04
Oct. 1.....	118.5	170.4	143.1	61.49	113.4	166.2	145.6	64.04
Nov. 1.....	118.2	171.4	144.3	61.97	112.8	166.5	146.8	64.54
Dec. 1.....	117.9	170.9	144.4	62.02	112.3	166.3	147.2	64.71
1956—Jan. 1.....	114.6	162.2	140.9	60.54	109.8	156.9	145.2	62.47
Feb. 1.....	112.5	164.3	145.3	62.43	110.3	164.1	147.9	65.05

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(The latest figures are subject to revision)

(1949 = 100)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Feb. 1 1956	Jan. 1 1956	Feb. 1 1955	Feb. 1 1956	Jan. 1 1956	Feb. 1 1955
(a) Provinces						
Newfoundland.....	123.0	125.1	113.9	54.40	52.67	52.43
Prince Edward Island.....	105.9	113.4	96.7	47.48	45.11	46.27
Nova Scotia.....	96.7	99.5	91.7	52.63	49.92	50.36
New Brunswick.....	110.6	107.4	96.3	54.77	53.55	52.21
Quebec.....	112.5	115.6	105.7	59.88	58.44	57.76
Ontario.....	114.0	115.3	107.4	64.93	62.70	62.61
Manitoba.....	103.0	105.2	100.7	59.08	58.23	57.27
Saskatchewan.....	107.8	113.3	107.8	58.95	58.09	56.98
Alberta (including Northwest Territories).....	132.2	133.6	123.7	64.86	62.53	62.05
British Columbia (including Yukon).....	108.9	111.4	99.8	67.30	65.21	64.82
Canada.....	112.5	114.6	105.8	62.43	60.54	60.15
(b) Metropolitan Areas						
St. John's.....	114.3	110.2	108.6	45.81	44.85	44.17
Sydney.....	83.8	89.1	89.8	62.93	61.87	60.06
Halifax.....	115.6	119.5	110.6	52.15	48.03	48.68
Saint John.....	111.8	106.5	104.6	51.10	49.83	49.43
Quebec.....	104.0	106.2	102.0	52.41	49.75	49.16
Sherbrooke.....	103.7	104.9	100.0	52.53	50.50	49.81
Three Rivers.....	105.5	108.4	93.2	58.29	56.75	56.59
Drummondville.....	78.3	77.6	74.1	54.78	52.53	54.58
Montreal.....	114.4	116.0	107.1	61.67	58.83	58.50
Ottawa—Hull.....	112.7	115.7	109.4	57.75	56.32	55.72
Peterborough.....	95.8	96.5	91.4	66.48	64.10	63.54
Oshawa.....	78.3	79.1	149.3	66.98	65.48	72.79
Niagara Falls.....	115.2	117.9	114.0	71.06	68.98	68.96
St. Catharines.....	102.6	102.9	112.4	72.89	70.66	70.87
Toronto.....	124.6	125.5	118.2	65.88	63.52	63.64
Hamilton.....	108.9	110.1	99.3	67.61	65.62	63.78
Brantford.....	88.8	88.3	82.3	61.19	59.45	59.68
Galt.....	104.3	105.7	92.4	57.75	53.54	54.81
Kitchener.....	105.5	106.9	100.3	59.91	58.22	58.15
Sudbury.....	130.9	132.6	129.4	78.15	76.13	74.32
London.....	110.8	110.5	106.4	59.16	57.88	57.73
Sarnia.....	122.8	124.1	110.7	73.65	72.25	73.11
Windsor.....	106.1	108.1	81.2	72.53	61.54	70.27
Sault Ste. Marie.....	119.2	119.2	96.2	76.97	75.23	68.26
Ft. William—Pt. Arthur.....	104.8	108.5	96.1	63.82	64.18	60.99
Winnipeg.....	102.9	106.5	100.8	56.40	55.07	54.86
Regina.....	109.2	112.9	109.8	56.88	56.52	54.67
Saskatoon.....	111.2	114.9	111.4	55.06	54.70	54.04
Edmonton.....	155.5	159.5	141.7	60.02	57.10	58.73
Calgary.....	139.6	142.9	131.3	61.09	59.76	59.55
Vancouver.....	108.3	110.7	100.0	64.71	63.01	62.48
Victoria.....	114.9	120.3	108.5	60.93	60.24	59.74

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY
WAGES AND SALARIES**

(1949 = 100)

(The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Feb. 1 1956	Jan. 1 1956	Feb. 1 1955	Feb. 1 1956	Jan. 1 1956	Feb. 1 1955
Mining	114.3	114.4	110.2	76.82	73.66	73.40
Metal mining.....	118.7	117.8	112.0	78.35	75.13	76.19
Gold.....	76.6	76.5	81.1	69.20	68.11	69.25
Other metal.....	157.9	156.3	140.9	82.48	78.33	79.92
Fuels.....	105.4	106.0	105.2	76.56	73.47	71.20
Coal.....	68.2	71.1	75.3	64.24	62.78	59.34
Oil and natural gas.....	227.7	220.8	204.0	88.68	84.77	85.66
Non-metal.....	122.1	124.8	117.0	70.77	67.87	67.48
Manufacturing	110.3	109.8	103.6	65.05	62.47	62.53
Food and beverages.....	98.5	99.4	96.4	58.18	56.95	56.15
Meat products.....	117.2	118.1	113.0	66.43	63.80	65.91
Canned and preserved fruits and vegetables.....	70.1	70.0	69.6	53.20	49.20	49.90
Grain mill products.....	101.0	103.0	102.1	61.96	60.25	58.74
Bread and other bakery products.....	107.8	108.5	103.1	54.10	55.16	52.52
Biscuits and crackers.....	87.5	84.6	89.0	49.05	46.00	45.33
Distilled and malt liquors.....	98.8	104.2	97.8	72.58	74.20	69.96
Tobacco and tobacco products.....	104.6	96.7	109.2	54.56	56.88	52.96
Rubber products.....	111.1	111.3	102.5	66.20	63.80	64.09
Leather products.....	90.5	87.9	86.1	45.35	42.22	43.17
Boots and shoes (except rubber).....	93.2	90.5	88.8	43.26	39.32	41.16
Textile products (except clothing).....	88.3	87.4	80.9	53.19	50.50	51.57
Cotton yarn and broad woven goods.....	90.3	89.5	81.9	51.09	47.41	48.34
Woollen goods.....	74.2	73.8	69.7	51.05	48.68	49.75
Synthetic textiles and silk.....	89.8	89.2	86.6	58.96	57.40	57.83
Clothing (textile and fur).....	95.4	91.7	90.1	43.02	38.56	42.25
Men's clothing.....	99.8	97.3	92.5	41.93	37.67	40.96
Women's clothing.....	96.5	88.1	95.4	44.18	38.53	42.97
Knit goods.....	83.7	83.5	78.0	43.68	40.04	42.95
Wood products.....	103.1	103.8	98.1	57.10	54.36	55.77
Saw and planing mills.....	103.2	104.2	100.0	59.22	56.32	58.02
Furniture.....	108.2	109.0	102.5	54.44	51.34	52.62
Other wood products.....	93.1	92.8	81.9	52.03	50.86	50.45
Paper products.....	117.3	118.6	111.0	76.76	73.38	73.40
Pulp and paper mills.....	119.4	120.8	113.9	82.71	81.96	78.90
Other paper products.....	112.3	113.0	110.7	61.30	58.16	58.68
Printing, publishing and allied industries.....	112.9	112.6	103.7	69.63	68.55	66.21
Iron and steel products.....	107.5	106.2	96.4	73.06	69.93	68.50
Agricultural implements.....	67.5	64.4	70.0	72.90	70.56	71.06
Fabricated and structural steel.....	132.9	128.1	126.7	75.08	72.28	73.42
Hardware and tools.....	107.7	106.6	97.6	67.66	65.12	64.52
Heating and cooking appliances.....	100.8	97.9	93.8	64.38	59.85	59.61
Iron castings.....	105.8	102.6	85.0	71.75	68.18	67.11
Machinery mfg.....	113.3	112.3	105.7	71.99	68.65	67.43
Primary iron and steel.....	114.5	114.4	94.3	80.36	78.54	72.71
Sheet metal products.....	105.7	107.4	97.8	69.55	64.61	66.16
Transportation equipment.....	130.0	128.6	121.4	71.79	67.04	71.02
Aircraft and parts.....	344.9	344.8	331.8	77.83	75.03	75.00
Motor vehicles.....	113.2	113.0	88.7	76.68	64.13	78.79
Motor vehicle parts and accessories.....	93.0	92.6	113.9	71.31	68.24	72.96
Railroad and rolling stock equipment.....	90.4	90.0	79.9	64.43	63.61	64.26
Shipbuilding and repairing.....	144.2	135.0	133.4	66.81	62.02	63.24
Non-ferrous metal products.....	137.8	128.2	119.5	73.82	72.59	70.73
Aluminum products.....	127.7	132.1	121.5	68.26	68.23	67.13
Brass and copper products.....	111.9	111.7	102.3	70.71	66.77	67.22
Smelting and refining.....	145.0	149.9	139.5	80.13	79.86	76.88
Electrical apparatus and supplies.....	143.3	144.3	132.3	70.71	66.81	67.21
Non-metallic mineral products.....	124.8	125.6	109.9	68.01	64.25	65.71
Clay products.....	106.8	108.5	97.0	66.46	62.60	62.60
Glass and glass products.....	128.0	128.3	115.9	67.19	62.75	64.22
Products of petroleum and coal.....	126.5	126.9	119.4	89.52	91.74	87.08
Chemical products.....	123.9	122.8	119.5	71.68	71.15	68.60
Medicinal and pharmaceutical preparations.....	113.2	113.1	108.2	66.89	65.23	63.47
Acids, alkalis and salts.....	128.3	126.2	122.1	79.61	80.54	76.89
Miscellaneous manufacturing industries.....	103.6	103.5	99.4	56.46	54.07	54.48
Construction	102.0	105.1	91.1	65.83	58.71	6.2.36
Building and structures.....	111.5	110.3	97.2	70.63	61.63	6.6.19
Building.....	117.6	116.7	98.6	70.18	61.01	64.81
Engineering work.....	85.5	82.6	90.7	73.27	65.41	72.84
Highways, bridges and streets.....	86.8	96.9	81.5	55.90	53.36	55.11
Service	115.1	115.4	108.6	42.06	41.64	39.90
Hotels and restaurants.....	108.7	109.1	103.4	35.81	35.82	34.70
Laundries and dry cleaning plants.....	103.3	104.0	100.3	38.35	37.44	36.93
Industrial composite	112.5	114.6	105.8	62.43	60.54	60.25

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Feb. 1, 1956	Jan. 1, 1956	Feb. 1, 1955	Feb. 1, 1956	Jan. 1, 1956	Feb. 1, 1955
Newfoundland.....	41.2	38.1	40.1	137.4	150.0	139.0
Nova Scotia.....	41.2	37.9	40.7	132.9	133.0	123.4
New Brunswick.....	41.8	40.9	42.4	132.6	135.1	126.2
Quebec.....	42.5	40.2	42.1	132.0	132.3	128.1
Ontario.....	40.7	38.7	40.6	155.4	154.8	150.4
Manitoba.....	40.7	38.4	40.0	139.2	140.8	136.3
Saskatchewan.....	39.8	39.8	40.0	151.9	151.5	148.0
Alberta ⁽¹⁾	40.1	38.4	40.6	153.5	153.4	150.3
British Columbia ⁽²⁾	37.9	36.8	38.8	177.4	178.4	171.0

⁽¹⁾ Includes Northwest Territories.

⁽²⁾ Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics.)

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1 1956	Jan. 1 1956	Feb. 1 1955	Feb. 1 1956	Jan. 1 1956	Feb. 1 1955	Feb. 1 1956	Jan. 1 1956	Feb. 1 1955
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	43-8	42-0	43-5	166-2	165-1	160-3	72.80	69.34	69.73
Metal mining.....	44-0	42-2	44-8	170-7	169-4	163-6	75.11	71.49	73.29
Gold.....	45-8	44-9	46-9	140-3	140-4	139-1	64.26	63.04	65.24
Other metal.....	43-1	40-9	43-7	185-9	184-6	178-5	80.12	75.50	75.00
Fuels.....	43-1	41-7	41-4	160-6	159-7	156-0	69.22	66.59	64.58
Coal.....	41-8	40-7	39-2	151-3	151-5	147-9	63.24	61.66	57.98
Oil and natural gas.....	46-1	44-2	47-6	181-5	179-7	175-2	83.67	79.43	83.40
Non-metal.....	44-2	41-9	42-5	156-9	156-7	153-6	69.35	65.66	65.28
Manufacturing.....	41-1	39-0	41-0	147-3	147-5	142-7	60.54	57.53	58.51
Food and beverages.....	40-7	38-6	40-7	130-1	131-4	125-5	52.05	50.72	51.08
Meat products.....	39-8	38-1	40-4	155-6	153-1	153-7	61.93	58.33	62.09
Canned and preserved fruits and vegetables.....	40-7	35-0	39-3	118-3	117-8	108-8	48.15	41.23	42.76
Grain mill products.....	41-2	39-7	40-2	141-9	140-8	136-0	58.46	55.90	54.67
Bread and other bakery products.....	43-2	42-8	43-0	113-4	115-3	108-1	48.99	49.35	46.48
Distilled and malt liquors.....	39-6	40-5	39-8	167-5	167-4	160-4	66.33	67.80	63.84
Tobacco and tobacco products.....	40-7	39-2	40-4	124-4	135-0	121-6	50.63	52.92	49.13
Rubber products.....	41-3	39-4	42-0	152-2	151-0	145-6	62.86	59.49	61.15
Leather products.....	41-1	37-3	41-1	103-7	103-8	100-4	42.62	38.72	40.26
Boots and shoes (except rubber).....	40-7	36-2	39-4	99-7	98-9	96-9	40.58	35.90	38.18
Textile products (except clothing).....	43-3	40-7	42-7	112-9	112-1	110-8	48.89	45.67	47.31
Cotton yarn and broad woven goods.....	42-1	39-2	40-7	113-4	111-1	111-8	47.74	43.55	45.50
Woollen goods.....	43-8	41-0	43-8	106-3	105-7	104-2	46.56	43.34	45.64
Synthetic textiles and silk.....	45-5	43-4	45-4	118-2	117-5	116-2	53.78	51.95	52.75
Clothing (textile and fur).....	39-4	34-5	38-3	98-3	97-7	99-2	38.73	33.71	37.99
Men's clothing.....	39-1	34-6	37-7	96-8	95-9	98-6	37.85	33.18	37.17
Women's clothing.....	37-7	31-5	36-9	105-3	104-1	104-7	39.70	32.79	38.63
Knit goods.....	41-1	37-6	40-0	97-2	96-5	97-1	39.95	36.28	38.84
*Wood products.....	41-2	39-4	41-7	131-0	131-1	127-6	53.97	51.65	53.21
Saw and planing mills.....	40-3	38-5	41-0	141-0	140-9	136-7	56.82	54.25	56.05
Furniture.....	43-1	40-6	42-6	118-6	118-1	115-5	51.12	47.95	49.20
Other wood products.....	41-8	41-5	43-6	111-3	112-7	106-4	46.52	46.77	46.39
Paper products.....	41-7	41-4	42-2	170-9	170-9	163-8	71.27	70.75	69.12
Pulp and paper mills.....	41-9	42-1	42-7	183-4	183-1	174-8	76.84	77.09	74.64
Other paper products.....	41-2	39-2	41-0	134-2	132-4	129-1	55.29	51.90	53.05
Printing, publishing and allied industries.....	39-6	39-5	39-5	177-4	175-9	169-0	70.25	69.48	66.76
*Iron and steel products.....	41-7	40-0	40-8	168-4	166-5	160-0	70.22	62.60	65.28
Agricultural implements.....	39-9	39-7	40-5	175-3	170-9	170-3	69.94	67.85	68.97
Fabricated and structural steel.....	41-9	39-6	41-4	165-9	164-9	165-0	69.51	65.30	68.56
Hardware and tools.....	41-9	40-4	41-2	152-5	150-5	145-6	63.90	60.80	59.99
Heating and cooking appliances.....	42-4	40-2	39-6	142-4	140-0	141-4	60.38	56.28	55.99
Iron castings.....	41-9	40-5	41-4	166-9	162-7	156-2	69.93	65.89	64.67
Machinery manufacturing.....	43-0	40-9	41-6	180-8	158-3	154-3	69.14	64.74	64.19
Primary iron and steel.....	41-0	40-1	39-7	188-7	188-7	174-5	77.37	75.67	69.28
Sheet metal products.....	40-9	37-9	40-6	159-3	157-6	154-8	65.15	59.73	62.85
*Transportation equipment.....	40-3	37-1	40-9	167-2	165-8	164-6	67.38	61.51	67.32
Aircraft and parts.....	41-9	40-5	41-2	173-5	170-8	172-0	72.70	69.17	70.86
Motor vehicles.....	39-3	39-2	41-2	179-0	176-2	175-6	70.35	53.21	72.35
Motor vehicle parts and accessories.....	40-1	38-5	41-4	164-5	162-6	169-2	65.96	62.60	70.05
Railroad and rolling stock equipment.....	39-1	33-6	39-9	161-4	161-6	159-0	63.11	62.38	63.44
Shipbuilding and repairing.....	40-9	37-0	41-4	160-1	162-2	150-8	65.43	60.01	62.43
*Non-ferrous metal products.....	40-9	40-5	41-1	169-1	169-0	162-7	69.16	68.45	66.87
Aluminum products.....	40-4	40-4	41-1	145-5	146-1	146-4	58.78	59.02	60.17
Brass and copper products.....	42-5	40-7	41-5	157-7	153-2	152-1	67.02	62.35	63.12
Smelting and refining.....	40-6	40-8	41-2	184-7	185-2	176-2	74.99	75.56	72.59
*Electrical apparatus and supplies.....	41-5	38-9	40-4	153-1	150-0	150-0	63.54	58.35	60.60
Heavy electrical machinery and equipment.....	40-5	38-9	39-7	167-4	168-6	164-4	67.80	65.59	65.27
*Non-metallic mineral products.....	43-2	40-8	43-3	149-4	149-7	145-2	64.54	61.08	62.87
Clay products.....	44-0	42-7	44-0	139-5	139-5	135-8	61.38	59.97	59.75
Glass and glass products.....	43-6	40-7	43-2	149-4	147-6	144-3	65.14	60.07	62.34
Products of petroleum and coal.....	40-2	41-7	40-8	196-2	199-4	190-6	78.87	80.12	77.76
Chemical products.....	40-8	41-0	41-4	154-7	154-7	148-0	63.12	63.43	61.27
Medicinal and pharmaceutical preparations.....	41-6	41-1	41-0	127-1	125-2	123-0	52.87	51.46	50.43
Acids, alkalis and salts.....	41-7	42-4	42-3	176-7	178-0	169-5	73.68	75.47	71.70
Miscellaneous manufacturing industries.....	40-8	39-3	41-3	129-6	119-8	117-1	49.20	47.08	48.36
*Durable goods.....	41-2	39-1	41-1	159-0	157-6	153-8	65.51	61.62	63.21
Non-durable goods.....	41-0	39-0	40-8	134-8	133-5	131-2	55.27	53.24	53.53
Construction.....	40-0	35-2	39-7	161-6	157-1	152-8	64.64	55.30	60.66
Buildings and structures.....	40-0	33-8	39-3	171-5	170-1	163-4	68.60	57.49	64.22
Highways, bridges and streets.....	40-0	38-7	40-6	134-7	129-1	128-3	53.88	49.96	52.09
Electric and motor transportation.....	44-8	44-2	45-0	146-6	149-1	141-5	65.68	65.86	63.68
Service.....	40-2	39-8	40-2	87-8	88-1	85-2	35.30	35.06	34.25
Hotels and restaurants.....	40-4	40-3	40-6	87-9	88-3	84-9	35.51	35.58	34.47
Laundries and dry cleaning plants.....	40-7	39-6	40-1	83-1	82-9	81-4	33.82	32.83	32.64

* Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Week Preceding:						
January 1, 1955.....	41.1*	142.8	58.69*	140.7	116.4	120.9
February 1, 1955.....	41.0	142.7	58.51	140.3	116.3	120.6
March 1, 1955.....	41.2	143.5	59.12	141.7	116.0	122.2
April 1, 1955.....	41.1	144.3	59.31	142.2	116.1	122.5
May 1, 1955.....	41.2	145.4	59.90	143.6	116.4	123.4
June 1, 1955.....	41.0	145.5	59.66	143.0	115.9	123.4
July 1, 1955.....	40.9	145.0	59.31	142.2	116.0	122.6
August 1, 1955.....	40.8	145.1	59.20	141.9	116.4	121.9
September 1, 1955.....	41.2	143.8	59.25	142.1	116.8	121.7
October 1, 1955.....	41.5	144.8	60.09	144.1	116.9	123.3
November 1, 1955.....	41.7	145.4	60.63	145.4	116.9	124.4
December 1, 1955.....	41.6	146.1	60.78	145.7	116.9	124.6
January 1, 1956 ⁽¹⁾	41.7*	147.4	61.47*	147.4	116.8	126.2

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1956 are 39.1 and \$57.63.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
April 1, 1950.....	11,967	12,032	23,999	349,098	79,193	428,291
April 1, 1951.....	27,054	14,324	41,378	228,942	61,334	290,276
April 1, 1952.....	16,986	12,563	29,549	303,118	81,741	384,859
April 1, 1953.....	18,545	16,368	34,913	338,500	66,702	405,202
April 1, 1954.....	11,434	12,293	23,727	466,120	101,933	568,053
April 1, 1955.....	10,611	11,506	22,117	505,472	114,572	620,044
May 1, 1955.....	15,508	14,655	30,163	394,621	98,601	493,222
June 1, 1955.....	21,675	18,451	40,126	205,630	76,273	281,903
July 1, 1955.....	18,741	17,392	36,133	152,711	77,865	230,576
August 1, 1955.....	18,363	16,665	35,028	132,710	72,674	205,384
September 1, 1955.....	26,320	19,536	45,856	121,945	63,738	185,683
October 1, 1955.....	28,794	18,225	47,019	117,723	63,545	181,268
November 1, 1955.....	24,268	14,665	38,933	136,620	69,715	206,335
December 1, 1955.....	26,895	14,969	41,864	194,478	73,852	268,330
January 1, 1956.....	17,986	12,111	30,097	312,066	84,815	396,881
February 1, 1956.....	18,180	12,992	31,172	396,642	107,850	504,492
March 1, 1956 ⁽¹⁾	20,559	14,299	34,858	418,909	107,927	526,836
April 1, 1956 ⁽¹⁾	23,010	15,668	38,678	428,221	104,745	532,966

* Current vacancies only. Deferred vacancies are excluded.

⁽¹⁾ Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
FEBRUARY 29, 1956 ⁽¹⁾**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				January 31, 1956	February 28, 1955
Agriculture, Fishing, Trapping	609	121	730	+ 270	+ 240
Forestry	4,089	7	4,096	-1,422	+ 3,470
Mining, Quarrying and Oil Wells	867	68	935	+ 210	+ 619
Metal Mining.....	501	18	519	+ 118	+ 346
Fuels.....	213	17	230	+ 76	+ 161
Non-Metal Mining.....	87	6	93	+ 12	+ 82
Quarrying, Clay and Sand Pits.....	6	.....	6	+ 3	+ 2
Prospecting.....	60	27	87	+ 1	+ 28
Manufacturing	4,850	3,090	7,940	+1,252	+ 3,279
Foods and Beverages.....	212	176	388	+ 55	+ 143
Tobacco and Tobacco Products.....	25	4	29	+ 9	+ 18
Rubber Products.....	53	31	84	+ 8	+ 49
Leather Products.....	81	223	304	+ 11	+ 178
Textile Products (except clothing).....	139	181	320	+ 80	+ 142
Clothing (textile and fur).....	179	1,427	1,606	+ 172	+ 549
Wood Products.....	325	72	397	+ 24	+ 73
Paper Products.....	227	88	315	+ 136	+ 140
Printing, Publishing and Allied Industries.....	182	129	311	+ 24	+ 95
Iron and Steel Products.....	1,025	189	1,214	+ 234	+ 746
Transportation Equipment.....	1,033	106	1,139	+ 307	+ 181
Non-Ferrous Metal Products.....	282	48	330	+ 43	+ 184
Electrical Apparatus and Supplies.....	544	141	685	+ 83	+ 361
Non-Metallic Mineral Products.....	94	27	121	+ 43	+ 66
Products of Petroleum and Coal.....	27	14	41	+ 5	+ 2
Chemical Products.....	236	93	329	+ 35	+ 129
Miscellaneous Manufacturing Industries.....	186	141	327	+ 149	+ 227
Construction	1,346	97	1,443	- 17	+ 532
General Contractors.....	1,016	58	1,074	+ 43	+ 407
Special Trade Contractors.....	330	39	369	+ 26	+ 125
Transportation, Storage and Communication	753	419	1,172	+ 154	+ 468
Transportation.....	605	130	735	+ 29	+ 200
Storage.....	29	22	51	+ 2	+ 22
Communication.....	119	267	386	+ 123	+ 246
Public Utility Operation	168	82	250	+ 80	+ 138
Trade	2,253	2,149	4,402	+ 531	+ 1,405
Wholesale.....	808	611	1,419	+ 103	+ 448
Retail.....	1,445	1,538	2,983	+ 428	+ 957
Finance, Insurance and Real Estate	650	1,013	1,663	+ 115	+ 427
Service	5,492	7,391	12,883	+1,465	+ 6,610
Community or Public Service.....	203	1,098	1,301	+ 149	+ 363
Government Service.....	3,956	608	4,564	+ 682	+ 3,499
Recreation Service.....	84	93	177	+ 22	+ 41
Business Service.....	799	443	1,242	+ 146	+ 577
Personal Service.....	450	5,149	5,599	+ 466	+ 2,130
GRAND TOTAL	21,077	14,437	35,514	+2,638	+ 17,188

(1) Preliminary—subject to revision.
Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,
BY OCCUPATION AND BY SEX AS AT MARCH 1, 1956 ⁽¹⁾**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ²			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	5,670	649	6,319	4,722	1,394	6,116
Clerical workers.....	1,807	4,615	6,422	12,072	24,762	36,834
Sales workers.....	1,442	902	2,344	6,401	15,516	21,917
Personal and domestic service workers.....	618	5,708	6,326	37,055	21,818	58,873
Seamen.....	12	.....	12	4,656	44	4,700
Agriculture and fishing.....	561	23	584	4,452	666	5,118
Skilled and semiskilled workers.....	8,328	1,836	10,164	195,689	19,652	215,341
Food and kindred products (inc. tobacco).....	43	15	58	2,299	715	3,014
Textiles, clothing, etc.....	133	1,360	1,493	3,215	11,427	14,642
Lumber and wood products.....	3,852	1	3,853	29,531	197	29,728
Pulp, paper (inc. printing).....	45	21	66	1,148	508	1,656
Leather and leather products.....	43	161	204	1,355	877	2,232
Stone, clay and glass products.....	9	7	16	695	58	753
Metalworking.....	990	12	1,002	12,311	1,163	13,474
Electrical.....	214	26	240	2,039	1,025	3,064
Transportation equipment.....	12	18	30	624	65	689
Mining.....	236	.....	236	1,503	.....	1,503
Construction.....	574	.....	574	68,315	10	68,325
Transportation (except seamen).....	550	16	566	34,065	120	34,185
Communications and public utility.....	60	.....	60	928	4	932
Trade and service.....	185	158	343	4,363	1,967	6,330
Other skilled and semiskilled.....	1,211	30	1,241	21,692	1,137	22,829
Foremen.....	51	9	60	5,062	359	5,421
Apprentices.....	120	2	122	6,544	20	6,564
Unskilled workers.....	2,121	566	2,687	153,862	24,075	177,937
Food and tobacco.....	38	52	90	6,964	7,209	14,173
Lumber and lumber products.....	356	11	367	19,550	427	19,977
Metalworking.....	226	8	234	4,999	644	5,643
Construction.....	506	.....	506	83,774	2	83,776
Other unskilled workers.....	995	495	1,490	38,575	15,793	54,368
GRAND TOTAL.....	20,559	14,299	34,858	418,909	107,927	526,836

(¹) Preliminary—subject to revision.

(²) Current Vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 1, 1956

(Source: U.I.C. 757)

Office	Unfilled Vacancies (2)			Live Applications		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	March 1, 1956	Feb. 2, 1956	March 3, 1955	March 1, 1956	Feb. 2, 1956	March 3, 1955
Newfoundland	294	330	200	20,927	18,987	20,023
Corner Brook.....	17	21	5	4,228	3,838	3,468
Grand Falls.....	1	...	...	1,823	1,488	1,741
St. John's.....	276	309	195	14,876	13,661	14,814
Prince Edward Island	98	69	131	4,352	4,164	4,423
Charlottetown.....	70	46	120	2,769	2,612	2,793
Summerside.....	28	23	11	1,583	1,552	1,630
Nova Scotia	892	887	914	23,840	24,009	27,192
Amherst.....	33	36	9	986	986	1,085
Bridgewater.....	25	28	11	1,491	1,672	1,310
Halifax.....	579	596	626	4,211	4,402	5,297
Inverness.....	...	...	...	1,088	979	990
Kentville.....	49	35	166	2,815	2,766	3,342
Liverpool.....	18	9	45	490	497	456
New Glasgow.....	30	25	17	3,539	3,280	4,463
Springhill.....	1	1	1	556	679	531
Sydney.....	67	93	6	4,768	4,777	5,797
Truro.....	80	51	22	1,480	1,569	1,239
Yarmouth.....	10	13	11	2,416	2,402	2,682
New Brunswick	702	896	715	29,766	27,135	31,042
Bathurst.....	30	8	113	5,521	4,895	5,095
Campbellton.....	25	24	35	2,508	1,910	2,840
Edmundston.....	14	14	19	2,359	1,948	2,705
Fredericton.....	128	82	218	1,744	1,615	1,833
Minto.....	28	23	1	629	594	683
Moncton.....	294	481	192	8,262	7,687	8,391
Newcastle.....	18	17	4	2,903	2,682	2,922
Saint John.....	148	195	111	2,594	2,538	2,980
St. Stephen.....	3	16	11	1,089	1,374	1,568
Sussex.....	8	13	9	702	626	531
Woodstock.....	6	23	2	1,455	1,266	1,494
Quebec	10,153	10,009	4,502	179,827	160,411	211,568
Asbestos.....	63	50	9	632	574	880
Beauharnois.....	24	21	12	922	938	1,164
Buckingham.....	8	7	4	1,063	923	1,503
Causapscal.....	94	153	21	2,742	1,921	3,320
Chandler.....	11	8	3	2,363	1,950	2,544
Chicoutimi.....	157	103	137	2,445	1,958	2,350
Dolbeau.....	63	107	28	1,835	961	1,799
Drummondville.....	75	65	28	2,325	2,334	2,768
Farnham.....	45	27	40	1,148	1,152	1,244
Forestville.....	305	612	21	1,510	929	2,096
Gaspé.....	3	33	...	2,117	1,629	1,836
Granby.....	35	17	40	2,285	2,343	2,375
Hull.....	141	42	44	3,859	3,539	4,120
Joliette.....	51	92	117	3,972	3,296	4,222
Jonquière.....	48	38	27	2,933	2,696	2,568
Lachute.....	18	18	9	723	729	917
La Malbaie.....	113	110	1	2,945	2,167	2,641
La Tuque.....	1,267	1,185	23	662	433	978
Lévis.....	98	67	45	4,598	4,032	5,957
Louiseville.....	42	45	46	1,167	865	1,607
Magog.....	4	...	...	678	686	...
Maniwaki.....	30	109	3	608	497	1,398
Matane.....	96	100	1	3,947	2,694	4,395
Mégantic.....	2	5	51	1,239	942	1,352
Mont-Laurier.....	4	9	3	1,141	667	1,505
Montmagny.....	23	41	14	1,923	1,515	2,219
Montreal.....	4,086	3,518	2,265	53,426	52,199	68,902
New Richmond.....	2	11	7	2,322	1,936	2,347
Port Alfred.....	31	23	6	1,338	1,010	1,211
Quebec.....	583	432	363	15,912	15,319	16,877
Rimouski.....	33	114	31	4,603	3,316	5,082
Rivière du Loup.....	26	18	168	5,772	4,153	6,153
Roberval.....	66	476	13	1,044	676	1,316
Rouyn.....	309	291	45	1,718	1,560	2,702
St. Agathe.....	69	106	8	1,293	971	1,488
St. Anne de Bellevue.....	94	81	20	1,539	1,486	1,626
St. Thérèse.....	48	36	23	1,878	1,862	2,058
St. Georges Est.....	84	180	55	3,080	2,088	3,418
St. Hyacinthe.....	76	89	35	2,291	2,430	2,429
St. Jean.....	76	78	39	1,842	1,914	2,120
St. Jerome.....	27	22	17	1,814	1,759	2,042
St. Joseph d'Alma.....	16	21	18	2,724	1,968	2,572
Sept Iles.....	36	131	34	1,621	1,333	1,475
Shawinigan Falls.....	41	30	52	4,406	3,911	5,326
Sherbrooke.....	169	162	151	3,917	3,976	5,592
Sorel.....	38	38	51	2,226	2,271	3,515
Thetford Mines.....	46	54	39	2,019	1,780	2,073
Trois-Rivières.....	778	757	141	5,543	5,156	7,058

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 1, 1956

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	March 1, 1956	Feb. 2, 1956	March 3, 1955	March 1, 1956	Feb. 2, 1956	March 3, 1955
Quebec—Con.						
Val d'Or.....	463	178	99	1,364	1,127	1,940
Valleyfield.....	35	46	52	2,110	2,023	2,157
Victoriaville.....	101	53	43	2,243	2,117	2,331
Ontario.....	14,919	11,757	7,079	145,166	144,968	188,749
Arnprior.....	70	62	9	474	436	524
Barrie.....	84	111	54	1,631	1,669	1,855
Belleville.....	12	14	18	1,876	1,788	1,966
Bracebridge.....	18	19	31	1,307	1,157	1,595
Brantford.....	63	43	20	628	684	814
Brantford.....	127	89	41	1,769	1,949	2,831
Brookville.....	44	29	21	498	524	706
Carleton Place.....	1	.....	1	342	501	373
Chatham.....	65	151	52	2,052	2,088	2,727
Cobourg.....	16	8	9	770	759	759
Collingwood.....	22	14	23	959	926	1,058
Cornwall.....	105	95	54	2,693	2,725	3,128
Fort Erie.....	40	27	4	613	632	782
Fort Frances.....	13	8	6	523	470	734
Fort William.....	188	238	107	2,188	2,016	3,242
Galt.....	117	90	55	729	714	1,483
Gananoque.....	5	7	26	296	352	394
Goderich.....	19	16	26	694	685	697
Guelph.....	158	125	62	1,295	1,313	2,374
Hamilton.....	749	699	399	9,563	9,761	14,063
Hawkesbury.....	16	29	14	1,177	1,127	1,225
Ingersoll.....	33	31	10	527	484	676
Kapuskasing.....	130	167	14	626	482	1,126
Kenora.....	27	29	17	585	568	856
Kingston.....	136	120	130	1,566	1,575	1,646
Kirkland Lake.....	97	97	18	965	906	1,391
Kitchener.....	106	85	69	2,681	2,929	3,242
Leamington.....	30	28	3	874	835	940
Lindsay.....	76	61	41	965	895	1,087
Listowel.....	31	23	14	469	468	551
London.....	704	481	340	3,864	4,238	5,495
Midland.....	13	14	6	1,399	1,432	1,642
Napanee.....	5	6	19	768	747	954
New Toronto.....	152	138	65	2,613	2,575	3,342
Niagara Falls.....	68	69	46	2,068	2,121	3,099
North Bay.....	61	49	30	1,349	1,360	2,080
Oakville.....	129	95	464	422	411	625
Orillia.....	37	48	16	945	911	1,262
Oshawa.....	129	78	89	5,406	3,898	3,443
Ottawa.....	3,602	1,747	916	5,854	5,304	5,963
Owen Sound.....	27	42	37	2,110	2,320	2,316
Parry Sound.....	5	6	2	498	492	734
Pembroke.....	203	177	83	1,634	1,545	1,987
Perth.....	15	10	40	617	624	748
Peterborough.....	166	39	24	2,861	2,854	3,693
Pictou.....	.....	2	6	678	662	697
Port Arthur.....	186	250	146	3,321	2,778	4,916
Port Colborne.....	7	9	8	704	712	1,057
Prescott.....	18	10	8	999	965	985
Renfrew.....	21	17	5	554	608	845
St. Catharines.....	120	109	98	3,741	3,819	4,099
St. Thomas.....	55	48	36	937	956	1,089
Sarnia.....	76	44	2	1,000	2,062	2,964
Sault Ste. Marie.....	354	146	73	1,474	1,478	3,182
Simcoe.....	23	26	26	1,119	1,213	1,381
Sioux Lookout.....	46	17	4	210	168	280
Smiths Falls.....	9	13	9	647	653	542
Stratford.....	41	24	32	733	845	1,117
Sturgeon Falls.....	6	4	2	999	842	1,534
Sudbury.....	274	319	332	3,351	3,094	4,988
Timmins.....	194	303	39	1,633	1,576	2,254
Toronto.....	4,827	4,208	2,274	34,583	36,962	47,573
Trenton.....	50	29	18	988	1,024	1,163
Walkerton.....	35	25	41	742	714	935
Wallaceburg.....	10	3	4	705	705	779
Welland.....	64	50	13	1,711	1,661	2,684
Weston.....	239	354	142	1,935	1,806	1,971
Windsor.....	324	205	152	6,902	6,850	8,673
Woodstock.....	23	31	30	657	535	863
Manitoba.....	1,772	1,627	1,206	25,996	25,059	29,378
Brandon.....	160	124	147	2,255	2,076	2,508
Dauphin.....	13	14	11	1,478	1,429	1,568
Flin Flon.....	56	46	15	163	217	243
Portage la Prairie.....	29	24	25	1,233	1,194	1,311
The Pas.....	12	32	4	162	180	194
Winnipeg.....	1,502	1,387	1,004	20,705	19,963	23,554

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 1, 1956

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies (2)			Live Applications		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	March 1, 1956	Feb. 2, 1956	March 3, 1955	March 1, 1956	Feb. 2, 1956	March 3, 1955
Saskatchewan	894	724	588	20,211	19,773	21,574
Estevan.....	51	30	21	284	275	392
Moose Jaw.....	146	146	84	1,765	1,696	1,931
North Battleford.....	70	51	25	1,485	1,438	1,864
Prince Albert.....	39	38	13	2,206	2,247	2,452
Regina.....	259	188	171	5,352	5,411	5,386
Saskatoon.....	179	149	154	4,559	4,426	4,915
Swift Current.....	55	44	38	1,127	1,085	1,226
Weyburn.....	32	29	45	549	529	538
Yorkton.....	63	49	37	2,884	2,666	2,870
Alberta	2,457	2,462	1,676	25,978	25,859	32,249
Blairmore.....	20	40	11	514	445	523
Calgary.....	979	825	640	7,380	7,497	8,878
Drumheller.....	7	10	9	415	373	600
Edmonton.....	1,130	1,217	769	11,701	11,601	15,185
Edson.....	51	78	50	261	270	386
Lethbridge.....	130	132	64	3,047	3,122	3,553
Medicine Hat.....	84	102	63	1,444	1,336	1,598
Red Deer.....	56	58	65	1,216	1,210	1,460
British Columbia	2,677	2,411	1,652	50,773	54,127	62,388
Chilliwack.....	53	46	25	2,126	2,157	2,088
Courtenay.....	43	25	19	1,147	1,461	1,633
Cranbrook.....	5	7	8	871	798	982
Dawson Creek.....	29	30	27	457	540	503
Duncan.....	20	33	38	1,189	1,389	1,185
Kamloops.....	94	86	58	1,139	1,125	1,100
Kelowna.....	22	7	18	1,536	1,437	1,291
Kitimat.....	237	271	.....	234	150	.....
Mission City.....	12	21	14	1,487	1,525	1,593
Nanaimo.....	69	61	13	1,556	1,906	2,056
Nelson.....	26	28	21	1,135	1,129	1,557
New Westminster.....	106	142	121	6,292	6,322	6,950
Penticton.....	6	5	8	1,748	1,788	1,626
Port Alberni.....	15	18	7	723	852	756
Prince George.....	120	113	113	1,145	1,336	1,091
Prince Rupert.....	35	40	40	996	1,171	1,500
Princeton.....	2	.....	2	392	432	366
Trail.....	14	22	20	983	942	1,175
Vancouver.....	1,410	1,150	865	19,904	21,871	28,634
Vernon.....	46	29	17	1,933	1,957	1,893
Victoria.....	286	249	188	3,264	3,326	3,855
Whitehorse.....	27	28	30	511	513	554
Canada	34,858	31,172	18,663	526,836	504,492	628,586
Males.....	20,559	18,180	9,154	418,909	396,642	510,551
Females.....	14,299	12,992	9,509	107,927	107,850	118,035

¹ Preliminary subject to revision.

² Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1951—1956

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1955 (2 months).....	85,945	51,427	34,518	7,593	22,165	30,181	16,113	9,893
1956 (2 months).....	117,391	77,781	39,610	10,243	28,248	41,176	22,441	15,283

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING REGULAR AND SEASONAL BENEFIT, NUMBER OF WEEKS BENEFIT PAID AND AMOUNT PAID ON INITIAL AND RENEWAL CLAIMS BY PROVINCE, FEBRUARY 1956

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid† (Disability days in Brackets)	Amount of Benefit Paid \$
Newfoundland.....	15.1	7,905	66,026 (503)	1,298,909
Prince Edward Island.....	4.0	1,885	17,062 (225)	287,900
Nova Scotia.....	20.6	10,044	87,350 (3,900)	1,546,063
New Brunswick.....	23.6	10,970	93,316 (3,147)	1,679,080
Quebec.....	137.5	58,129	551,431 (39,957)	10,426,584
Ontario.....	118.2	49,652	494,981 (36,465)	9,149,763
Manitoba.....	21.6	7,103	92,511 (5,471)	1,702,748
Saskatchewan.....	16.9	5,073	73,705 (2,946)	1,384,840
Alberta.....	21.0	8,126	87,383 (3,914)	1,651,769
British Columbia.....	37.6	14,872	169,885 (10,463)	3,060,436
Total, Canada, February, 1956.....	416.1	173,759	1,733,650 (106,991)	32,188,102
Total, Canada, January, 1956.....	313.3	266,822	1,364,097 (79,795)	24,632,203
Total, Canada, February, 1955.....	489.5†	213,991	11,068,140 (109,657)§	34,897,486

* Based on the number of payment documents for the month.

† Week containing last day of the month.

‡ Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

§ Days.

TABLE E-2.—REGULAR AND SEASONAL BENEFIT CLAIMANTS* HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, FEBRUARY 1956

Province and Sex	Duration on the Register (weeks)									February 28, 1955 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	over 20	
CANADA.....	510,963†	80,295	39,401	57,095	123,822	117,247	42,450	16,424	34,229	619,701
MALE.....	413,083	66,357	33,215	46,959	100,710	99,098	34,226	10,923	21,595	508,611
FEMALE.....	97,880	13,938	6,186	10,136	23,112	18,149	8,224	5,501	12,634	111,090
Newfoundland.....	21,273	3,598	1,698	2,131	6,043	5,082	1,511	529	681	19,467
Male.....	20,477	3,471	1,634	2,061	5,848	4,957	1,449	483	574	18,905
Female.....	796	127	64	70	195	125	62	46	107	562
Prince Edward Island.....	4,148	292	221	326	1,324	1,377	327	102	179	4,092
Male.....	3,504	253	191	259	1,106	1,216	275	84	120	3,463
Female.....	644	39	30	67	218	161	52	18	59	629
Nova Scotia.....	24,583	3,382	1,650	2,795	7,325	5,504	1,663	813	1,451	29,702
Male.....	21,475	2,980	1,463	2,442	6,442	5,001	1,422	645	1,080	26,283
Female.....	3,108	402	187	353	883	503	241	168	371	3,419
New Brunswick.....	28,787	3,620	2,678	3,337	8,680	6,731	1,854	726	1,161	30,040
Male.....	24,825	3,254	2,413	2,957	7,583	5,788	1,525	512	793	25,658
Female.....	3,962	366	265	380	1,097	943	329	214	368	4,382
Quebec.....	173,911	30,748	15,119	20,478	39,756	39,607	12,251	4,965	10,987	208,627
Male.....	145,327	26,472	13,347	17,692	33,667	34,194	9,967	3,369	6,619	173,812
Female.....	28,584	4,276	1,772	2,786	6,089	5,413	2,284	1,596	4,368	34,815
Ontario.....	139,987	23,459	10,533	16,494	33,482	29,705	10,027	4,739	11,548	186,648
Male.....	105,321	17,772	8,260	12,759	25,513	23,695	7,195	2,907	7,220	146,307
Female.....	34,666	5,687	2,273	3,735	7,969	6,010	2,832	1,832	4,328	40,341
Manitoba.....	25,372	2,618	1,452	2,436	6,250	6,403	2,886	1,043	2,284	29,796
Male.....	18,715	1,947	1,092	1,685	4,468	5,115	2,337	680	1,391	22,883
Female.....	6,657	671	360	751	1,782	1,288	549	363	893	6,913
Saskatchewan.....	19,792	1,503	1,222	1,715	4,711	5,646	3,076	822	1,097	21,041
Male.....	16,225	1,152	991	1,336	3,700	5,026	2,709	613	698	17,887
Female.....	3,567	351	231	379	1,011	620	367	209	399	3,154
Alberta.....	25,950	4,155	1,916	2,751	5,660	6,083	3,282	774	1,329	33,538
Male.....	21,542	3,561	1,630	2,225	4,529	5,371	2,849	521	856	29,110
Female.....	4,408	594	286	526	1,131	712	433	253	473	4,428
British Columbia.....	47,160	6,920	2,912	4,632	10,591	11,109	5,573	1,911	3,512	56,750
Male.....	35,672	5,495	2,194	3,543	7,854	8,735	4,498	1,109	2,244	44,303
Female.....	11,488	1,425	718	1,089	2,737	2,374	1,075	802	1,268	12,447

* Disability cases included in totals—February 29, 1956: 4,232 (2,864 males and 1,368 females); February 28, 1955: 4,605 (3,443 males and 1,162 females).

† This total is comparable to former totals of ordinary, short-time, temporary lay-off and supplementary benefit claimants.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
FEBRUARY 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (Regular Benefit only) and claims pending at end of month			
	Total*	Initial†	Renewal	Total Disposed of ‡	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	5,646	4,727	919	9,030	3,621	5,409	2,535
Prince Edward Island.....	805	708	97	1,384	572	821	324
Nova Scotia.....	7,166	5,370	1,796	11,636	6,346	5,290	2,480
New Brunswick.....	8,526	6,870	1,656	11,985	5,124	6,861	3,067
Quebec.....	65,253	48,750	16,503	65,443	38,411	27,032	26,107
Ontario.....	59,507	40,900	18,607	61,135	42,072	19,063	16,801
Manitoba.....	7,295	5,621	1,674	7,922	4,966	2,956	1,352
Saskatchewan.....	4,573	3,742	831	5,379	3,223	2,156	1,155
Alberta.....	9,280	6,753	2,527	9,866	6,598	3,268	2,734
British Columbia.....	16,965	11,408	5,557	17,268	11,217	6,051	4,900
Total, Canada, February, 1956.....	185,016	134,849	50,167	201,048	122,150	78,898	61,455
Total, Canada, January, 1956.....	261,661	199,705	61,956	294,715	179,779	114,936	77,487
Total, Canada, February, 1955.....	236,847	178,242	58,605	260,159	161,610	98,549	60,781

* In addition, revised claims received numbered 166,543.

† Includes initial claims considered for seasonal benefit.

‡ In addition, 107,118 revised claims were disposed of. Of these, 71,528 were special requests not granted and 1,269 were appeals by claimants. There were 65,029 revised claims pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1955—January.....	3,393,000	2,961,200	431,800†
February.....	3,409,000	2,865,600	543,400†
March.....	3,435,000	2,856,400	578,600†
April.....	3,427,000	2,863,700	563,300†
May.....	3,224,000	2,905,500	318,500
June.....	3,222,000	3,012,300	209,700
July.....	3,268,000	3,110,900	157,100
August.....	3,281,000	3,141,000	140,000
September.....	3,322,000	3,192,200	129,800
October.....	3,328,000	3,197,700	130,300
November.....	3,359,000	3,195,900	163,100
December.....	3,407,000	3,187,200	219,800
1956—January.....	3,505,000	3,116,900	388,100

*Claimants having an unemployment register in the live file on last working day of preceding month. The series prior to November 1955 has been revised to include all claimants (ordinary, short-time and temporary lay-off).

† Includes supplementary benefit claimants.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commodi- ties and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1955—January.....	116.4	112.1	128.4	108.1	117.1	118.2
February.....	116.3	111.5	128.5	108.1	117.1	118.3
March.....	116.0	110.7	128.6	108.0	117.0	118.3
April.....	116.1	111.0	128.7	107.9	116.9	118.2
May.....	116.4	112.3	128.8	107.9	116.4	118.3
June.....	115.9	111.0	129.2	107.8	116.1	117.8
July.....	116.0	111.5	129.6	107.8	115.8	117.7
August.....	116.4	112.4	129.8	108.8	115.8	118.0
September.....	116.8	113.7	130.0	107.8	115.9	117.9
October.....	116.9	113.5	130.2	107.8	116.1	118.1
November.....	116.9	113.0	130.6	107.9	116.5	118.3
December.....	116.9	112.4	131.0	108.5	116.6	118.3
1956—January.....	116.8	111.5	131.3	108.6	116.5	119.0
February.....	116.4	109.9	131.5	108.6	116.7	119.3
March.....	116.4	109.1	131.6	108.7	116.8	119.9
April.....	116.6	109.7	131.9	108.7	116.6	120.1

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA
AT THE BEGINNING OF MARCH, 1956**

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	House- hold Operation	Other Com- modities and Services
	March 1st, 1955	Feb. 1st, 1956	March 1st, 1956					
(1) St. John's, Nfld.....	102.9	104.9	105.0	101.1	109.7	100.8	103.4	111.7
Halifax.....	114.5	114.1	114.3	103.3	125.2	114.9	120.1	119.7
Saint John.....	117.6	117.1	117.4	108.7	127.5	116.7	117.6	124.5
Montreal.....	116.7	117.0	116.7	111.4	136.2	108.2	115.2	120.0
Ottawa.....	116.8	117.3	117.3	107.0	136.2	111.8	116.8	123.1
Toronto.....	118.2	118.3	118.2	106.9	148.1	111.0	115.5	119.5
Winnipeg.....	115.2	116.5	116.8	111.6	127.1	113.2	114.1	120.6
Saskatoon—Regina.....	113.7	114.7	114.7	109.7	118.1	114.8	116.8	116.6
Edmonton—Calgary.....	114.2	114.1	114.3	107.3	121.2	113.6	116.1	119.5
Vancouver.....	117.9	118.5	118.6	111.4	128.2	112.9	128.6	120.4

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-MARCH 1955, 1956†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1956*						
January.....	13‡	13	17,335‡	17,335	338,340	0·38
February.....	12	22	3,884	20,144	234,795	0·27
March.....	12	22	2,324	3,243	16,875	0·02
Cumulative.....	37		23,543		590,010	0·22
1955						
January.....	18‡	18	12,179‡	12,179	218,985	0·25
February.....	5	12	346	2,843	20,669	0·02
March.....	7	13	1,778	2,297	15,752	0·02
Cumulative.....	30		14,303		255,406	0·10

* Preliminary figures.

‡ Strikes unconcluded at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, MARCH 1956 ⁽¹⁾

Industry, Occupation Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars(?)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to March 1956					
LOGGING— Bush workers, Mattice, Ont.	1	71	200	Jan. 3	For a union agreement providing for increased wages and reduced hours; dispute still in existence but employment conditions no longer affected by March 3; indefinite.
Loggers, Timmins, Ont.	1	75	300	Feb. 23	For a union agreement providing for increased wages and improved working conditions; concluded March 5; conciliation compromise.
MINING— Fluorspar miners, St. Lawrence, Nfld.	1	198	395	Feb. 24	Protesting suspension of 20 night-shift workers for refusal to have compulsory medical check-up at 10 a.m. on their own time; concluded March 2; return of workers pending settlement; indefinite.
MANUFACTURING— Boots and Shoes (Leather)— Shoe factory workers, Montreal, Que.	1	58	100	Feb. 7	Alleged delay in negotiations for a new agreement providing for increased wages and reduced hours; concluded March 2; replacement; in favour of employer.
Metal Products— Structural steel fabricators, Sault Ste. Marie, Ont.	1	(3) 130	2,700	Aug. 19 1955	For a new agreement providing for increased wages and job evaluation plan, following reference to conciliation board; unconcluded.
Machinery factory workers, Lachine, Que.	1	327	6,900	Feb. 6	For a greater increase in wages than recommended by arbitration board in new agreement under negotiations; concluded March 31; negotiations; compromise.
Non-Metallic Minerals, Chemicals, etc.— Chemical factory workers, Palo, Sask.	1	27	635	Oct. 22 1955	For a new agreement providing for increased wages, shift differential and reduced hours from 44 to 40 per week with same take-home pay; unconcluded.
TRANSPORTATION AND PUBLIC UTILITIES— Electric Railways and Local Bus Lines— Bus drivers, Trail, B.C.	1	8	130	Feb. 10	For a new agreement providing for increased wages and reduced hours from 48 to 44 per week with same take-home pay; concluded March 31; negotiations; partially successful.
Miscellaneous— Radio station employees, Peterborough, Ont.	1	9	200	Feb. 18	For a new agreement providing for increased wages, Rand formula for union dues, etc., following reference to conciliation board; partial return of workers; unconcluded.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, MARCH 1956 ⁽¹⁾

Industry, Occupation Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars ⁽²⁾
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to March 1956—Concluded					
TRADE— Pipe fitting and sprinkler equip- ment jobbers, Vancouver, B.C.	1	16	330	Dec. 7 1955	For a union agreement providing for increased wages, welfare plan and extension of vacation plan, following reference to conciliation board; uncon- cluded.
Strikes and Lockouts Commencing During March 1956					
MINING— Lead and zinc miners, Ainsworth, B.C.	1	68	540	Mar. 21	For a new agreement providing for increased wages and re- duced hours from 44 to 40 per week with same take-home pay, following reference to conciliation board; unconclu- ded.
MANUFACTURING— <i>Rubber and Its Products—</i> Rubber products factory workers, Toronto, Ont.	1	797	700	Mar. 1	Protesting reduced earnings for five workers under new piece- work schedule; concluded March 2; return of workers pending reference to arbi- tration; indefinite.
<i>Fur and Leather Products—</i> Fur dressers an dyers, Toronto, Ont		251	500	Mar. 12	For a new agreement providing for increased wages; concluded March 13; negotiations; in favour of workers.
<i>Textiles, Clothing, etc.—</i> Cotton factory workers, Cornwall, Ont.	1	⁽⁴⁾ 54	100	Mar. 7	For increased wages for loom fixers; concluded March 8; return of workers pending settlement; indefinite.
<i>Pulp, Paper and Paper Products—</i> Paper products factory workers, Hamilton, Ont.	1	216	175	Mar. 9	Grievance against plant manager; concluded March 9; negoti- ations; indefinite, result not reported.
Machinists, Corner Brook, Nfld.	1	⁽⁵⁾ 182	900	Mar. 26	For removal of a superintendent; concluded March 31; negoti- ations; indefinite, result not reported.
<i>Metal Products—</i> Metal products factory workers, Tilbury, Ont.	1	339	675	Mar. 1	Protesting clause in new agree- ment under negotiations rein- stating foremen in bargaining unit with full seniority; con- cluded March 2; return of workers pending further negoti- ations; indefinite.
Power saw factory workers, Toronto, Ont.	1	70	630	Mar. 16	Alleged discrimination in dis- missal of 24 workers; uncon- cluded.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, MARCH 1956⁽¹⁾

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars(2)
	Estab- lish- ments	Workers			
Strikes and Lockouts Commencing During March 1956—Concluded					
Non-Metallic Minerals, Chemicals, etc.— Soap factory, workers, Toronto, Ont.	1	284	250	Mar. 8	Protesting two-day suspension of a worker for failure to maintain production; concluded March 9; return of workers; in favour of employer.
CONSTRUCTION— Buildings and Structures— Carpenters, Saanich, B.C.	1	(6) 13	15	Mar. 19	Jurisdictional dispute as to whether carpenters or iron-workers should erect concrete slabs; concluded March 20; negotiations; compromise.
Painters, London, Ont.	12	(7) 30	100	Mar. 26	For a new one-year agreement providing for increased wages and union shop, following reference to conciliation board; unconcluded.
SERVICE— Business and Personal— Dry cleaners and laundrerers, Petawawa, Ont.	1	20	400	Mar. 2	Alleged discrimination in dismissal of two girls; concluded March 27; replacement; in favour of employer.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

(3) 45 indirectly affected; (4) 510 indirectly affected; (5) 1,600 indirectly affected; (6) 36 indirectly affected; (7) 150 indirectly affected.

H—Industrial Injuries

TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA BY MAIN INDUSTRY GROUPS 1928-1955

	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
1928.....	194	176	43	260	201	250	34	353	64	.....	102	.....	1,077
1929.....	156	225	54	234	250	298	40	326	58	.....	114	.....	1,765
1930.....	122	175	26	258	196	324	42	327	58	.....	117	.....	1,655
1931.....	163	76	40	185	142	217	44	205	43	.....	97	.....	1,188
1932.....	154	73	30	123	116	124	21	106	51	.....	83	.....	974
1933.....	111	91	26	112	103	65	15	161	48	.....	63	.....	808
1934.....	151	114	47	144	103	118	20	165	52	.....	86	.....	1,000
1935.....	124	116	38	175	133	103	25	184	45	.....	86	.....	1,009
1936.....	127	133	57	181	112	105	14	240	44	.....	66	.....	1,071
1937.....	156	140	52	201	157	170	23	227	46	.....	65	.....	1,247
1938.....	153	143	30	253	154	154	19	166	44	.....	70	.....	1,167
1939.....	148	148	29	169	110	133	25	181	44	.....	65	.....	1,107
1940.....	127	177	34	175	144	173	25	236	51	.....	65	.....	1,208
1941.....	144	178	24	262	263	176	30	317	65	.....	93	.....	1,553
1942.....	107	170	34	195	315	227	21	318	44	.....	84	.....	1,510
1943.....	99	151	49	213	310	154	16	334	59	.....	79	.....	1,465
1944.....	109	137	34	159	271	100	17	264	53	.....	59	.....	1,204
1945.....	114	166	20	188	269	127	24	292	52	.....	88	.....	1,345
1946.....	119	145	41	174	346	132	22	237	53	.....	99	.....	1,378
1947.....	117	192	30	190	265	170	40	289	57	.....	110	.....	1,476
1948.....	94	171	30	194	268	182	45	248	45	.....	106	.....	1,387
1949.....	118	145	33	203	250	152	42	257	44	.....	106	.....	1,385
1950.....	60	160	42	173	247	160	62	199	54	.....	120	.....	1,277
1951.....	102	181	21	191	232	215	31	243	53	.....	141	.....	1,415
1952.....	102	177	21	212	236	247	43	254	48	.....	108	.....	1,449
1953.....	169	169	36	188	250	229	35	181	61	.....	87	.....	1,359
1954.....	104	172	33	209	212	239	26	198	55	.....	79	.....	1,330
1955 ⁽¹⁾	97	181	31	175	215	248	42	219	51	.....	77	.....	1,341

(1) These figures are preliminary including 1,040 reported by the Workmen's Compensation Boards and the Board of Transport Commissioners and 301 compiled from other sources some of which will presently be reported by the Boards. The 301 fatalities were distributed as follows: Agriculture 92; logging 23; Fishing and Trapping 15; Mining 8; Manufacturing 18; Construction 38; Electricity, Gas and Water Production and Supply 3; Transportation, Storage and Communications 52; Trade 16; Finance 3; Service 33.

TABLE H-2.—INDUSTRIAL FATALITIES IN CANADA IN 1955 BY INDUSTRIES AND CAUSES

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Striking Against and Stepping on Objects:													
Tools.....													
Machinery.....													
Belts, pulleys, chains, lines, etc.....													
Working materials.....													
Nails and spikes.....						1							1
Buildings and structures (including parts of these such as doors, windows, etc.).....					2								2
Working surfaces.....						1							1
Miscellaneous.....													
Total.....					2	2							4
Struck by:													
Tools.....		1		1		1							3
Machinery.....		2		1	2	1		2					8
Belts, pulleys, chains, lines, etc.....		1	1	1	1								4
Cranes, derricks, other hoisting or conveying apparatus.....		1			3	12	1	3					27
Automobiles or trucks.....		4		3	6	18	1		4		3		39
Tractors, loadmobiles, etc.....	1					9							10
Mine or quarry cars.....				8									8
Trains or other railway vehicles.....					3	3		22					28
Streetcars.....													
Other motor-driven transportation vehicles, N.E.S.....		1				1							2
Man-powered vehicles and craft.....						1							1
Objects thrown or kicked back by tools.....					1								1
Objects thrown or kicked back by machinery.....		4		3	11	1			1				20
Objects being hoisted or conveyed.....	1	8			3	2		3					17
Objects falling or flying in mines and quarries.....				31		1							32
Materials being handled by fellow worker.....					2	2		1					5
Materials being handled by victim.....		1			1								2
Materials falling from stockpiles and loads.....		9			11	2		7					29
Another person (other than acts of violence).....													
Animals.....	2	1	1										4
Falling trees or limbs.....	7	69			1	3		1			1		77
Landslides or cave-ins.....		2		4	1	15		1					23
Flying particles.....													
Miscellaneous.....		3			2	7			1				13
Total.....	11	107	2	59	48	79	2	40	6		4		358
Caught In, On or Between:													
Machinery.....		4		1	10	3		1					19
Belt, pulleys, chains, lines, etc.....				2	2								4
Elevators, hoisting and conveying apparatus.....				4	7	3	1	2	1				18
Buildings and structures (including parts of these such as doors, windows, etc.).....								1					1
Automobiles and trucks.....	1	1		1	1	2		4	1				11
Tractors, loadmobiles, etc.....		1			1	3							5
Mine and quarry cars.....	1			3									4
Trains and other railway vehicles.....				1	1			3	1				6
Streetcars.....													
Miscellaneous transportation vehicles and craft.....													
Materials in use or stored in plant.....													
Objects in water (e.g., logs, caught between boat and wharf).....		1											1
Miscellaneous.....		3		1	1	1		1					7
Total.....	6	6		13	23	12	1	12	3				76
Collisions (including derailments, wrecks, etc., but not falls, slips, struck by, caught in, on or between:													
Involving steam railways.....					4			22					26
Involving street railways.....													
Involving automobiles and trucks.....	6	8		6	32	16	1	39	17		7		132
Involving tractors, loadmobiles, etc.....	35	3		1		10		2			1		52
Involving mine and quarry cars.....				3									3
Involving water craft.....		17	12	5		9	1	12			1		57
Involving aircraft.....		5			9	2	1	22	2		9		50
Involving other transport agencies.....													
Involving elevators and other hoisting and conveying apparatus.....				2				2					4
Involving animal-drawn vehicles and implements.....	1										1		2
Involving miscellaneous agencies.....													
Total.....	42	33	12	17	45	37	3	99	19		19		326

TABLE H-2.—INDUSTRIAL FATALITIES IN CANADA IN 1955 BY INDUSTRIES AND CAUSES

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Falls and Slips													
(a) falls on same level:													
Due to rough ground or floor surfaces	1										1		2
Due to collapse of resistance													
Due to tripping over or stepping on object													
Due to slippery surfaces					1						3		4
Due to slipping while handling materials					1	1							1
Due to slipping while operating machines					1								1
Due to physical condition of workman													
Due to vehicles in motion (other than struck by collision, etc.)	3	1				1							5
Miscellaneous	1	1						1					3
Sub Total	5	2			2	2		1			4		16
(b) falls to different levels:													
From ladders or stairs	2			1	4	5		3	1		5		21
From scaffolds and stagings				2	4	26		2			1		35
From platforms, ramps and stationary vehicles	1				2			1	3				7
From buildings, roofs and towers	1			3		13		1			1	2	21
From bridges, trestles and catwalks						3		1			2		6
From poles, trees, logs and stumps					1		3	1					5
From stockpiles and loads	2	1						1					4
From moving railway vehicles								4					4
From other moving transportation vehicles	1			1	1	3		1	1				8
Into holds of vessels					1			1					2
Into shafts, pits, excavations, etc.	2			18	1	3	1	2	2		1		30
Into rivers, lakes, sea or harbours	1	16	9	3	3	14		20	2		3		71
Into storage bunkers				2				1					3
Into tanks, vats or kilns								1					1
Miscellaneous falls to different level		1			3	1		1	1		2		9
Sub Total	10	18	9	30	21	68	4	40	10	1	16		227
Total	15	20	9	30	23	70	4	41	10	1	20		243
Conflagrations, Temperature Extremes and Explosions:													
Conflagrations	2	3		1	3				1		1		11
Exposure to welding flashes													
Exposure to cold or cold substances		1									1		2
Exposure to steam or other hot vapours					3			1	1				5
Exposure to hot liquids or molten metal					5	1							6
Exposure to heat or hot substances, N.E.S.					3			1			1		5
Explosions—blasting accidents	3			5		6							14
Explosions of coal and/or dust				2									2
Air blasts (bumps) in mines													
Explosions of steam pressure apparatus					2	1		1			3		7
Explosions of liquid air, gas pressure apparatus and containers						1							2
Explosions of gasoline and/or oil	1	3	2		1								9
Explosion of chemicals													
Ammunition and firearms (accidental)					1						1		2
Other explosions	1			1	3	1			1				7
Total	7	7	2	9	24	10		3	3		7		72
Inhalation, Contact, Absorptions, Ingestion (asphyxiation, poisoning, etc.)													
Exposure to acids, alkalis and similar chemicals					3	1	1	2	2		3		13
Exposure to poisonous gasses	1				15	1							47
Exposure to dust				31									
Exposure to poisonous vegetation													
Exposure to radioactive substances													
Exposure to miscellaneous poisonous agencies				1									1
Total	1			32	18	2	1	2	2		3		61
Contact with Electric Current:													
Lightning accidents	2	2	2		5								11
Exposure to or contact with electricity	1	1		1	5	24	30	2			4		68
Total	3	3	2	1	10	24	30	2			4		79
Over-exertion and Industrial Diseases:													
Over-exertion resulting in strains, hernia, etc.	12	4	3	12	21	12		19	6		13		102
Industrial diseases				1									1
Total	12	4	3	13	21	12		19	6		13		103

TABLE H-2.—INDUSTRIAL FATALITIES IN CANADA IN 1955 BY INDUSTRIES AND CAUSES

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Miscellaneous Accident Types:													
Violence.....									2	4	6	....	12
Bites, stings, etc., by animals, reptiles, and insects.....													2
Infection, N.E.S.....								1			1	....	5
Miscellaneous.....		1	1	1	1	....	1	....	....	....	....	....	....
Total.....		1	1	1	1	....	1	1	2	4	7	....	19
Grand Total.....	97	181	31	175	215	248	42	219	51	5	77	....	1,341*

* See footnote (1) Table H-I.

TABLE H-3.—INDUSTRIAL FATALITIES IN CANADA, BY PROVINCE AND INDUSTRIES⁽¹⁾

Industry	1955 ⁽²⁾												1954 ⁽³⁾											
	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
Agriculture.....			1	1	12	35	15	17	8	8		97		2	4	7	13	38	5	11	16	8		104
Logging.....	2		6	7	33	34	4	1	6	88		181	1		1	9	41	30	2	2	4	82		172
Fishing and Trapping.....		1	4			1	7			15		31	3		8		2	6			2	12		33
Mining and Quarrying.....	4		20	3	35	46	1	4	28	34		175	4		30	4	36	49	6	13	24	42	1	209
Metallic mineral mining.....	2			2	21	42	1	3	1	27		99	4		1	2	23	44	5	2	2	35	1	119
Coal mining.....			19	1					10	6		36			29	1				2	8	4		44
Non-metallic mineral mining and quarrying, n.e.s.....	2				14	4		1	17	1		40				1	13	5	1	9	14	3		46
Manufacturing.....	1	2	9	12	45	89	3	5	19	33		215	6		6	10	35	93	7	6	8	41		212
Food and beverages.....			2	3	2	10		3	3			23	1		2	1	3	5	3		2	3		20
Tobacco and tobacco products.....					1							1												
Rubber products.....						1						1					1	2						3
Leather products.....							1					1						4						5
Textile products (except clothing).....					2	1						3				2	8	5			5	20		41
Clothing (textile and fur).....		1		3	6	9			7	20		48	1			5	6	8						24
Wood products.....			1	3	2	1				2		21	3											2
Paper products.....												4					2	31	1		3	1		2
Printing, publishing and allied trades.....			3	3	31	1	1		4			43				2	2	31	1	3	1	8		48
Iron and steel products.....		1	2	3	4	10	1	5	1			27	1		2	2	4	11	1	2				25
Transportation equipment.....										2		11					3	5						8
Non-ferrous metal products.....				3	6							7					5					1		6
Electrical apparatus and supplies.....					3	4						7					12	1				2		21
Non-metallic mineral products.....				5	1	4		4	1			22				1	5	1				8		8
Chemical products.....			1		7	2						3						1						1
Miscellaneous manufacturing industries.....																								
Construction.....	14	1	2	5	82	71	10	13	21	28	1	248	8		15	3	79	58	19	10	22	25		219
Buildings and structures.....	5	1	2	1	36	37	4	6	7	8		107	2		1	1	25	23	8	2	9	8		79
Highway and bridge.....	7			3	13	24	4	4	13	10		78	4		8	2	19	21	7	4	9	8		82
Miscellaneous.....	2						2	3	1	10	1	63	2		6		35	14	4	4	4	9		78
Electricity, Gas and Water Production and Supply.....			3	2	5	21	1	4	3	3		42	2	1	3		5	8		2	5			26
Transportation, Storage and Communications.....	12		8	10	47	57	47	18	19	29	2	219	5	1	3	5	38	57	13	14	18	43	1	198
Steam railways.....			2	6	16	20	8	6	5	8	1	72				4	10	25	8	2	10	12		71
Street and electric railways.....						1	5					7												
Water and electric railways.....																								
Water transportation.....	11		5	3	8	10				8		45	3		2	1	12	9			1	26		54
Air Transportation.....							1	2	8	4	1	21	1	1						7	1			13
Local and highway transportation.....			1	1	21	19	5	2	10	7		67			1		10	23	4	5	6	4		53
Storage.....						2						5										1		1
Telegraphs and telephones.....												2		1				5						6
Express.....																								

Trade	1	2	7	24	1	8	5	3	51	1	1	3	11	22	3	7	7	55				
Wholesale.....	1	1	1	4	1	1	1	1	12	1	1	3	5	6	3	5	5	27				
Retail.....	1	1	5	20	1	4	4	3	39	1	1	1	6	16	2	2	2	28				
Finance				4	1				5			1	1		1	1	1	3				
Service																						
Public administration.....		3	15	33	6	5	5	10	77	3		13	33	5	3	9	9	79				
Recreational.....		3	8	17	4	4	4	5	42	2		11	21	5	3	5	6	57				
Laundry, dyeing and cleaning.....			2	5				1	6								4	4				
Personal, domestic and business.....			8	13	2	1	1	4	20	1			2	12		2	2	2				
TOTAL	34	45	279	421	62	75	114	251	3	1,341*	33	4	71	41	274	394	61	68	108	270	6	1,330

(1) Includes accidents to seamen and airmen on Canadian craft only; any such accidents occurring outside Canada are assigned to the province from which craft were operated. For quarterly reports of accidents see the Labour Gazette for July and October, 1955, and January and April, 1956. (2) Preliminary figures. (3) Revised figures for 1954. *See footnote (1) Table H-1.

TABLE H-4.—INDUSTRIAL FATALITIES IN CANADA IN 1955, BY MONTHS AND INDUSTRIES

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total 1955 ⁽¹⁾	Per Cent of Total	Total 1954 ⁽²⁾	Per Cent of Total	No. Employed ⁽³⁾ (Thousands)
Agriculture	5	3	1	7	13	12	15	10	11	12	12	9	97	7.3	104	7.8	818
Logging	16	11	19	11	12	19	16	16	17	17	13	12	181	13.5	172	13.0	113
Fishing and Trapping	1	1	2	5	3	3	5	6	3	1	1	2	31	2.3	31	2.3	22
Mining and Quarrying	13	8	12	7	17	14	11	16	23	11	22	11	173	13.0	200	15.7	108
Manufacturing	25	22	19	12	15	18	27	18	27	18	17	17	213	16.0	212	15.9	1,261
Construction	7	11	13	7	32	25	24	34	31	16	22	21	243	18.5	239	18.0	367
Electricity, Gas and Water Production and Supply	4	12	2	2	3	20	3	3	3	3	2	2	43	3.2	36	2.0	61
Transportation, Storage and Communications	18	11	14	14	22	23	18	20	17	16	26	17	216	16.3	188	14.9	400
Trade	4	5	3	4	9	4	6	3	6	2	6	4	51	3.8	55	4.1	837
Finance	6	5	9	4	8	3	5	6	7	7	7	7	51	3.8	55	4.1	176
Service	6	5	9	4	8	3	5	6	7	7	7	7	77	5.7	79	5.9	1,063
Total	98	77	92	73	134	128	121	148	137	99	138	96	1,341*	100.0	1,330	100.0	5,327

(1) Preliminary figures.

(2) Revised figures.

(3) Annual average compiled from the Labour Force bulletin published by the Dominion Bureau of Statistics.

* See footnote (1) Table H-1.

**TABLE H-5.—INDUSTRIAL INJURIES, NON-FATAL AND FATAL, IN CANADA
REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS**

Province	Medical ⁽¹⁾ Aid Only	Temporary Disability	Permanent Disability	Fatal	Total
1951					
Newfoundland ⁽²⁾	3,425	2,725	67	11	6,228
Prince Edward Island.....	411	439	10	0	860
Nova Scotia.....	9,545	7,503	482	43	17,573
New Brunswick.....	5,710	9,234	206	27	15,177
Quebec.....				207	95,930
Ontario.....	129,486	45,101	1,775	292	176,563
Manitoba.....	11,249	5,577	349	37	17,212
Saskatchewan.....	6,711	6,812	135	18	13,676
Alberta.....	20,312	14,754	636	102	35,804
British Columbia.....	40,268	26,023	1,513	184	67,988
Total.....					447,011
1952					
Newfoundland.....	5,466	4,065	125	19	9,675
Prince Edward Island.....	424	446	11	1	882
Nova Scotia.....	10,236	6,886	539	63	17,724
New Brunswick.....	5,571	8,463	205	28	14,267
Quebec.....				312	97,177
Ontario.....	137,998	54,802	2,157	309	195,206
Manitoba.....	11,351	5,522	337	36	17,246
Saskatchewan.....	7,491	6,939	112	37	14,579
Alberta.....	23,803	14,895	730	92	39,520
British Columbia.....	42,855	25,551	1,391	240	70,037
Total.....					476,313
1953					
Newfoundland.....	5,630	3,972	114	16	9,732
Prince Edward Island.....	479	516	10	0	1,005
Nova Scotia.....	9,732	6,565	519	39	16,855
New Brunswick.....	5,328	7,353	227	20	12,928
Quebec.....				191	93,306
Ontario.....	143,467	55,992	2,198	319	201,976
Manitoba.....	11,759	5,168	382	37	17,346
Saskatchewan.....	8,547	7,466	162	43	16,218
Alberta.....	23,522	17,570	749	124	41,965
British Columbia.....	43,569	23,909	1,253	207	68,938
Total.....					480,269
1954					
Newfoundland.....	5,357	3,774	74	28	9,233
Prince Edward Island.....	578	561	9	4	1,151
Nova Scotia.....	9,655	7,074	508	50	17,287
New Brunswick.....	5,429	7,427	168	23	12,946
Quebec.....				253	87,011
Ontario.....	135,670	55,648	1,994	276	193,588
Manitoba.....	11,421	4,998	367	41	16,827
Saskatchewan.....	9,399	8,677	237	50	18,363
Alberta.....	22,922	16,679	749	102	40,452
British Columbia.....	42,488	23,230	1,175	192	67,085
Total.....					463,943
1955⁽³⁾					
Newfoundland.....	5,115	3,732	47	22	8,916
Prince Edward Island.....	649	541	4	2	1,196
Nova Scotia.....	9,081	7,650	115	41	16,887
New Brunswick.....				32	16,270
Quebec.....				227	95,257
Ontario.....	147,330	59,284	1,922	278	208,814
Manitoba.....	11,653	5,099	374	39	17,165
Saskatchewan.....	9,377	9,010	241	62	18,690
Alberta.....	24,858	17,760	698	116	43,432
British Columbia.....	43,573	25,036	1,223	180	70,012
Total.....					496,639

(1) Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for compensation the period varies in the several provinces.

(2) For the period April 1 to December 31, 1951. The Compensation Board of Newfoundland commenced operations on April 1, 1951. Prior to that date compensation under the Workmen's Compensation Act, 1948, might be recovered through court action; the number of cases reported by the Registrar of the Supreme Court since Confederation are as follows: April 1 to December 31, 1949: 35; 1950: 41; January to March 31, 1951: 37.

(3) Preliminary figures.

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manpower and labour relations

REVIEW

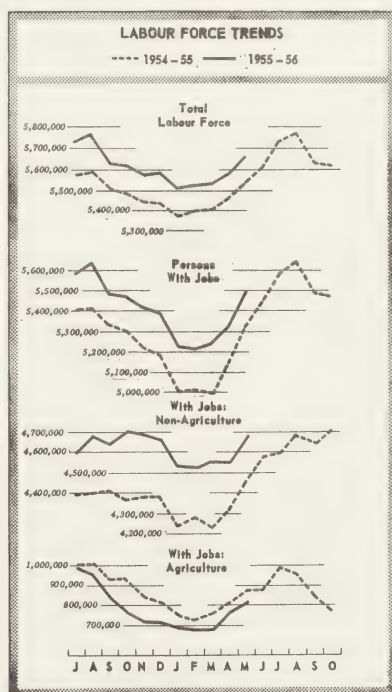
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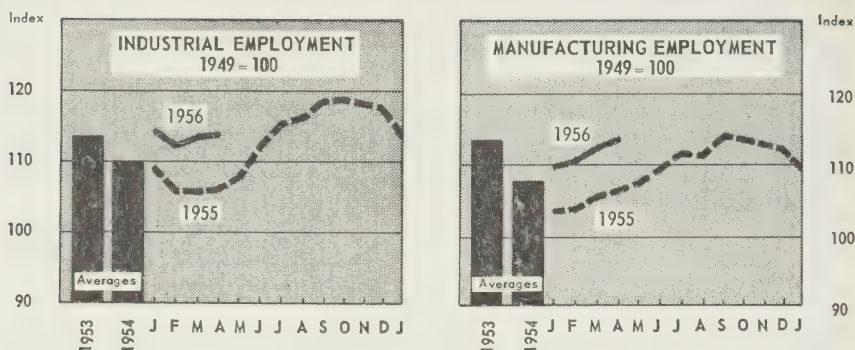
Current Manpower Situation

THE seasonal expansion of employment, which began in March, continued with increasing strength into May. Although the increase in employment this spring did not match the record expansion of 1955, it exceeded the increase of the two preceding years by a considerable margin. Unemployment declined sharply during the month and remained well below last year's. There was evidence of general shortages in a number of occupations, in contrast to the surpluses that prevailed during much of the past three years.

In the week ended May 19, 1956, the number of persons with jobs was estimated to be 5,499,000, a gain of 173,000 over the previous month. Of this increase, 53,000 was in agriculture and most of the remainder in the construction, transportation, tourist and other service industries. There were some layoffs in the automobile and farm implements industries but most manufacturing industries continued to expand moderately.

Employment continued to be substantially higher than a year earlier, the increase in the non-farm sector more than offsetting the declining trend in agriculture. The main groups of non-agricultural industries still recorded moderate to sharp year-to-year gains. Manufacturing employment in April, at 1,391,000, was 6 per cent higher than a year before; and construction employment, at 357,000,





was 13 per cent higher. Employment in mining and transportation was also notably higher than a year earlier.

Little change occurred in the length of the work week. Workers on short time were estimated to be 23,000 in May, down seasonally from the winter, and well below the 37,000 recorded a year earlier. In manufacturing, wage-earners worked an average of 41.1 hours a week in April, the same as a year earlier.

The decline in unemployment in May paralleled the sharp upturn in seasonal activities. Persons without jobs and seeking work were estimated at 165,000 in May, a decrease of 92,000 from April; this total was 48,000 lower than in May 1955 and 53,000 lower than in May 1954.

There was a marked drop in unemployment in many local areas. Edmonton and Calgary, which had moderate surpluses of workers a month earlier, were classified as shortage areas at June 1. Medicine Hat, Swift Current and Galt were also in the shortage category. All told, 66 of the 109 labour market areas were reclassified during the month into categories designating a tighter labour supply. At the beginning of June, only 39 areas were still in the labour surplus categories, compared with 64 a year earlier.

Current Occupational Trends

The operations of the National Employment Service reflect the strong demand for labour this spring. In all, just over a million persons registered for employment during the first four months of this year, about the same number as last year. Job vacancies reported, however, were almost 40 per cent greater and one-third more persons were placed through the NES than last year. Placements were notably higher in Ontario, Quebec, British Columbia and Alberta.

At the end of May, 67,000 unfilled job vacancies were still on the NES files, two-thirds more than last year and at least 40 per cent more than the comparable figures for the past four years. Some of these reflected the seasonal requirements of construction, logging, agriculture and the tourist industry. There were vacancies, for example, for 8,200 loggers (mainly in Quebec), for 3,600 farm hands (mainly in Ontario and the Prairie Provinces) and for 9,300 waitresses and domestics. Opportunities for seasonal jobs were considerably more numerous than for

some years past and they may well persist throughout the summer because of the continuing shift of manpower into other work.

Many of the vacancies listed with the NES represent long-term and continuing requirements for specific occupations. Engineers, who have been in strong demand during most of the past ten years, are the best-known example. At the end of May, almost 2,000 vacancies for engineers were listed with the NES, compared with fewer than 300 registrations for employment in this occupation.

In several other occupations, current demand is substantial compared with the supply of workers available, although the position is not as tight as for engineers. Shortages of welders are reported in the Prairie region, of structural steel workers and machinists, toolmakers and diesetters in Ontario, of foundry workers in Quebec, of electricians in the Atlantic region and of miners, automobile mechanics, secretaries and stenographers in all parts of the country.

In view of the heavy construction programs in progress in all regions, the scarcity of skilled construction workers is almost certain to be more widespread than during the past few summers. In most areas of Ontario and the western provinces, shortages of carpenters, bricklayers and other construction tradesmen either have been reported already or are anticipated shortly. (For a more detailed picture see p. 660).

The current pattern of labour shortages shows some interesting contrasts when compared with the Korean war period. In May 1951 the demand for workers in the country as a whole exceeded the supply in about twice as many occupations as this year and by mid-summer shortages in some of these had become acute. Yet the expansion of employment in 1950-51 was a good deal smaller than during the past year.

One of the main reasons for the marked shortages in 1951 was the extremely rapid growth of employment in defence industries. During the development phase of the defence program in particular, large numbers of highly skilled toolmakers and designers, diesetters, machinists, and other metalworking tradesmen were required. Throughout 1951 labour shortages were most heavily concentrated in these occupations. Although the current pattern of employment gains is similar, in a general way, to the 1951 expansion, the pressure in particular industries is not as great. Consequently, country-wide shortages in individual industries and occupations are likely to be less marked.

There are also considerable differences on the labour supply side. For one thing, the reserve of skilled manpower was probably greater at the beginning of the expansionary period in 1955 than in 1950, both because of the intensified training schemes that grew out of the defence program and because of the increased immigration of skilled workers in the past few years. Furthermore, unemployment was greater at the beginning of last year than at the beginning of the 1951 expansion period and consequently somewhat larger employment increases have been possible before shortages developed in many occupations.

Another important factor bearing on the patterns of labour shortages in 1951 and 1956 has been the addition of workers to the Canadian labour

force through immigration. While more than one million persons entered Canada during the ten years since the Second World War, two-thirds came during the past five years. The proportion of immigrants entering farm activities was highest before 1951; since then, the proportion intending to go into non-farm industries has been rising steadily.

Although the statistics on immigration by occupational groups available at present can be regarded as approximate only, they suggest that immigration of professional workers, both in absolute terms and in relation to other occupational groups, has been much higher in the past five years than in the five years immediately after the war. At the same time, the emigration of professionals to the United States, which was larger than the inflow before 1951, has not risen nearly as much as immigration since then. As a result, there has been a net gain of professional workers since 1951, compared with a net loss between 1946 and 1951.

The proportion of skilled workers to total immigrant workers has been relatively stable throughout most of the postwar period. Net immigration of skilled workers, however, has also increased sharply during the past five years. This has been largely the result of the rising volume of total immigration, for in the past ten years far more skilled workers entered the country than emigrated.

Trends in various skilled occupational groups are also interesting. As might be expected, most skilled workers entering Canada have been in the manufacturing and mechanical trades. It is notable, however, that the sharpest rise in recent years has been in the construction occupations. These tradesmen have undoubtedly played an important role in enabling the construction industry to expand without undue strains developing from labour shortages.

Immigration to Canada of Selected Occupational Groups 1946 - 1950 and 1951 - 1955¹

	1946 - 1950 ²	1951 - 1955 ³
All Immigrants	430,400	791,900
All Workers ³	206,900	429,000
Professional.....	8,180	33,830
Skilled.....	42,270	99,140
Manufacturing and Mechanical.....	24,670	54,480
Construction.....	9,760	35,330
Mining.....	5,140	4,890

Compiled by the Economics and Research Branch, Department of Labour, from data provided by the Department of Citizenship and Immigration.

- (1) The estimates of the numbers in the various occupational categories are preliminary and subject to later revision.
- (2) In 1953 there was a change in the occupational classification system used for immigration statistics. Adjustments to figures before 1953 were made by the Department of Labour to ensure comparability throughout the period.
- (3) Includes persons who have expressed the intention to enter the labour force on arrival in Canada.

Labour-Management Relations

DURING the past month many important collective agreements have been signed. A substantial proportion of the new agreements are for two-year periods, and wage increases of approximately 10 cents an hour are common. At the middle of June, bargaining was in progress for large units in basic steel production, automobile manufacturing, meat packing, logging and lumbering and mining.

During May there was a sharp increase in time lost through work stoppages. Strikes involving approximately 6,000 employees at four cotton textile mills in the province of Quebec accounted for a substantial part of the lost time.

Transportation — Agreements reached between the Association of Lake Carriers and the Seafarer's International Union, the Canadian Merchant Service Guild and the National Association of Marine Engineers provided wage increases of 16 per cent for seamen and 19 per cent for officers. The agreements, effective for two years, were reached in May with the assistance of special mediator H. Carl Goldenberg. They followed unsuccessful negotiations and conciliation as well as a strike against two of the companies by the Seafarer's union. The union did not succeed in getting the pay base changed from monthly to hourly rates but a new schedule of hourly rates for overtime was adopted.

Following shortly upon the settlement for railway non-operating employees, agreements were signed on behalf of two groups of operating employees. The agreements apply to locomotive engineers and locomotive firemen of the Canadian National Railways and are effective for two years. In each case wage increases of 11 per cent were agreed to — 6 per cent effective immediately, 2 per cent on November 1, 1956, and 3 per cent on June 1, 1957. Each employee will also receive \$4.25 per month in lieu of a health and welfare plan. The unions concerned were the Brotherhood of Locomotive Engineers and the Brotherhood of Locomotive Firemen and Enginemen.

Differences between the Brotherhood of Locomotive Firemen and Enginemen and the Canadian Pacific Railway have been referred to a board of conciliation. Also being considered by boards of conciliation are disputes between the Brotherhood of Railroad Trainmen and the railways. The trainmen's union represents conductors, trainmen, baggage-men and certain other classifications.

Pulp and Paper — It was reported last month that several collective agreements had recently been negotiated in the pulp and paper industry in eastern Canada. Since that time several more agreements have been signed. The agreements so far negotiated have been for two-year terms with a wage increase of 12 cents an hour effective May 1 and a further 5 per cent effective May 1, 1957. Certain skilled tradesmen have gained an additional 3 cents an hour and upward adjustments have been made in shift differentials where applicable. Certain fringe benefits have also been increased. The major unions concerned are the International Brotherhood of Pulp, Sulphite and Paper Mill Workers and the International Brotherhood of Paper Makers.

Following a week-long strike of 1,600 workers at the Kenogami, Jonquière and Riverbend mills of Price Bros. & Co., Limited, a three-year agreement was reached with the National Federation of Pulp and Paper Workers, Inc. Employees will receive a 5-per-cent increase in wages retroactive to May 1, 1955, 12 cents an hour effective May 1, 1956, at Kenogami and Riverbend and 15 cents at Jonquière; and 5 per cent effective May 1, 1957. Some tradesmen were granted an additional 3 cents an hour and at Jonquière, employees will receive 5 cents an hour on November 1, 1956, when the work week will be reduced from 48 to 40 hours. The new agreement was preceded by prolonged negotiations and conciliation.

Textiles – Bargaining is under way at many primary textile mills throughout Quebec and Ontario. In a number of cases disputes have been referred to conciliation. During the past few years collective agreements at many textile mills were renewed without wage increases owing to the depressed condition of the industry. This year, however, with some improvement in the economic position of the industry, the unions have been prompted to press strongly for general advances in wage rates.

A basis for settlement of the strike of nearly 6,000 workers at the Drummondville, Magog, Montmorency and Sherbrooke mills of the Dominion Textile Company Limited has been reported. The employees, represented by the National Catholic Textile Federation, Inc., went on strike at the various mills during April and May and returned to work June 11. A two-year agreement with a general wage increase of 6 cents per hour plus a further 3 cents for certain trades is reported to be included in the settlement terms.

Construction – During the past month several new agreements were signed by building trades unions and contractors. Wage increases of 10 cents an hour were common.

Two work stoppages of construction tradesmen brought a number of construction projects in Ontario to a halt. In London and the surrounding area, a strike of more than 200 plumbers began June 6 and other tradesmen were refusing to cross the picket lines. The strike involving the International Association of Heat and Frost Insulators and Asbestos Workers reported last month (L.G., May, p. 478) was still going on.

Mining and Smelting – The International Union of Mine, Mill and Smelter Workers has been negotiating new contracts with both the Consolidated Mining & Smelting Co. of Canada, Limited, at Trail and Kimberley and the International Nickel Co. of Canada, Limited, Sudbury and Port Colbourne. Several thousand employees of both companies are affected.

Late in May it was reported that agreement had been reached with Consolidated Mining & Smelting, and that the new contract provided a package amounting to 18 cents per hour per employee during its two years.

Negotiations with the International Nickel Company broke down early in June and conciliation services were being sought. One of the main issues in dispute apparently concerns the duration of a new contract.

A proposal that the Dominion Coal Co., Limited, and District 26 of the United Mine Workers of America renew, without change, agreements covering the company's coal mining operations in Nova Scotia is being submitted to a vote of the union members. Negotiations over a new contract have extended over a considerable period of time and the report of a board of conciliation recommended a renewal without change. Depressed conditions in the coal mining industry have prevented any substantial wage gains in the past few years.

Civic Workers – Bargaining for civic employees has been going on for some time in several of the larger Canadian cities. Wages and, in some cases, hours of work appear to be the main issues. In two cities, Winnipeg and Ottawa, a settlement was reached. Winnipeg civic workers received wage gains estimated to range from 4 to 7 cents an hour. In Ottawa an arbitration board awarded civic employees a five-day work week and a contributory health plan.

Other Recent Agreements – The International Harvester Co. of Canada, Limited, agreed with the United Steelworkers of America to a wage increase of 4 cents an hour, a form of guaranteed annual wage and other benefits estimated to cost 17 cents per employee per hour in total.

The same union and the management of Steep Rock Iron Mines Limited, with the help of a board of conciliation, signed a new contract with wage increases averaging more than 20 cents an hour.

An agreement between B.F. Goodrich Rubber Company, Canada, Limited, Kitchener, and the United Rubber, Cork, Linoleum and Plastic Workers of America provides a general wage increase of 8 cents an hour and certain other wage adjustments for the 1,000 workers involved. The contract, effective for one year, also includes a ninth paid statutory holiday and grants increases in vacation pay.

Other Bargaining – Negotiations are continuing in the automobile industry between the United Automobile Workers, Ford Motor Company of Canada, Limited, and the Chrysler Corporation of Canada, Limited.

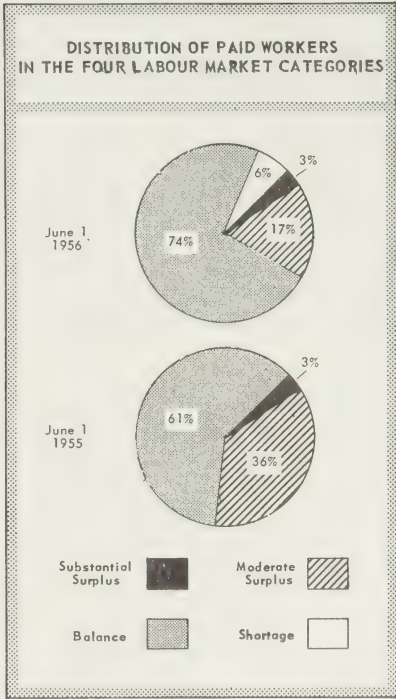
In the basic steel industry, a conciliation officer has recommended that a board of conciliation be established to deal with differences between The Steel Co. of Canada Limited, Hamilton, and the United Steelworkers of America.

In the major packinghouse companies and in the British Columbia interior logging and lumbering industry, negotiations were scheduled for June. Substantial wage increases and other contract changes are being sought by the unions in both cases. The packinghouse workers are represented by the United Packinghouse Workers of America and the logging and lumber workers by the International Woodworkers of America.

Work Stoppages

Preliminary figures for May 1956 indicate that 33 strikes and lockouts were in existence, involving 17,855 workers and a time loss of 136,510 man-days. The corresponding figures for April were 20 stoppages, 2,772 workers and 10,050 man-days and those for May 1955 were 17 stoppages, 3,200 workers and 40,500 man-days.

Manpower Situation in Local Areas



THE strong demand for labour this spring resulted in continuing rapid improvements in the labour market situation during May. In all, 66 areas were reclassified, 22 from the substantial to the moderate surplus category, 32 from moderate surplus to balance, 7 from substantial surplus to balance, 3 from balance to shortage and 2 from moderate surplus to shortage. At the beginning of June, classification of the 109 areas was as follows: (last year's figures in brackets): in shortage, 5 (0); in balance, 65 (45); in moderate surplus, 31 (55); in substantial surplus, 8 (9).

All regions shared in the improved labour market conditions. Because of the late spring, the changes in the Atlantic and Quebec regions were chiefly from the substantial to moderate surplus category while those in the Ontario, Prairie and Pacific regions brought

nearly all the areas in these sections of the country into the balanced or shortage categories. The reclassification of five areas (including the metropolitan centers of Calgary and Edmonton) into the shortage category indicates that labour is in tighter supply for this time of year than it has been since 1952. No areas were in shortage at June 1 in either 1955 or 1954 and only four were in this category in 1953. Current labour shortages, however, were not as widespread as in 1952, when 10 areas were in the shortage category at June 1.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	June 1 1956	June 1 1955	June 1 1956	June 1 1955	June 1 1956	June 1 1955	June 1 1956	June 1 1955
Metropolitan	-	-	2	4	7	7	2	-
Major Industrial	2	2	11	18	14	7	-	-
Major Agricultural	1	1	2	5	11	8	-	-
Minor	5	6	16	28	33	23	3	-
Total	8	9	31	55	65	45	5	-

*See inside back cover May Labour Gazette.

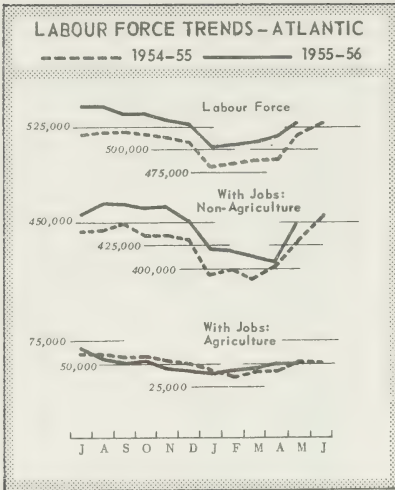
CLASSIFICATION OF LABOUR MARKET AREAS

June 1, 1956

LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		<ul style="list-style-type: none"> → QUEBEC - LEVIS → ST. JOHN'S 	<ul style="list-style-type: none"> → CALGARY → EDMONTON
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	<ul style="list-style-type: none"> → CORNER BROOK → ROUYN - VAL D'OR 	<ul style="list-style-type: none"> → BRANTFORD → FORT WILLIAM - PORT ARTHUR → GUELPH → HALIFAX → KINGSTON → KITCHENER → LONDON → NIAGARA PENINSULA → OSHAWA → PETERBOROUGH → SARNIA → SUDBURY → TIMMINS - KIRKLAND LAKE → VICTORIA 	
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)	<ul style="list-style-type: none"> → RIVIÈRE DU LOUP 	<ul style="list-style-type: none"> → CHATHAM → THETFORD - MEGANTIC - ST. GEORGES 	<ul style="list-style-type: none"> → BARRIE → BRANTON → CHARLOTTETOWN → LETHBRIDGE → MOOSE JAW → NORTH BATTLEFORD → PRINCE ALBERT → RED DEER → REGINA → SASKATOON → YORKTON
MINOR AREAS (labour force 10,000 - 25,000)	<ul style="list-style-type: none"> → CAMPBELLTON → GASPÉ → GRAND FALLS → PRINCE GEORGE → RIMOUSKI 	<ul style="list-style-type: none"> → BATHURST → DRUMMONDVILLE → EDMUNDSTON → KAMLOOPS → KENTVILLE → MONTMAGNY → NEWCASTLE → OKANAGAN VALLEY → QUEBEC NORTH SHORE → STE. AGATHE - ST. JEROME → ST. STEPHEN → SORÉL → SUMMERSIDE → TROURO → VALLEY FIELD → WOODSTOCK, N.B. 	<ul style="list-style-type: none"> → BRAMPTON → BEAUHARNOIS → BELLEVILLE - TRENTON → BRIDGEBRIDGE → BRIDGEWATER → CENTRAL VANCOUVER → ISLAND → CHILLIWACK → CRANBROOK → DAUPHIN → DAWSON CREEK → DRUMHELLER → FREDERICTON → GODERICH → LACHUTE - STE. THERESE → LINDSEY → LISTOWEL → NORTH BAY → OWEN SOUND → PEMBROKE → PORTAGE LA PRAIRIE → PRINCE RUPERT → SAULT STE. MARIE → SIMCOE → ST. HYACINTHE → ST. JEAN → STRATFORD → ST. THOMAS → TRAIL - NELSON → WALKERTON → WEYBURN → VICTORIAVILLE → WOODSTOCK - INGERSOLL → YARMOUTH

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

ATLANTIC



EMPLOYMENT increased at about the usual rate in the Atlantic region during May despite the latest spring in 60 years. Spring seeding was reported to be three weeks behind schedule and construction and logging activities were retarded in many areas. Persons with jobs in the region were estimated to number 499,000 at May 19, an increase of 42,000 from a month earlier and of 15,000 from the same date in 1955.

The rise in employment during May was confined almost entirely to non-farm activities but was fairly widespread throughout the region. Earlier indications of a sharp upturn in construction employment

failed to materialize during the month owing to bad weather; but there was little change from the former strong outlook for the industry this summer. Demand for woods workers increased as the river drives began but lumbering and pulp-cutting activities were slow getting under way.

Sixteen of the 21 areas in the region were reclassified during the month, 11 from the substantial to the moderate surplus category, two from the moderate surplus to the balanced category and three from the substantial surplus to the balanced category. At June 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 3 (4); in moderate surplus, 13 (15); in balance, 5 (2).

Local Area Developments

St. John's (metropolitan). Reclassified from Group 1 to Group 2. Employment increased in this area according to the usual seasonal pattern. Fishing, fish processing and construction were mainly responsible for the increase. To date, however, fishing has been a disappointment because of a shortage of bait and generally poor weather.

Halifax (major industrial). Reclassified from Group 2 to Group 3. Construction employment increased steadily during the month despite unfavourable weather. All manufacturing industries were operating near capacity. Retail trade failed to expand as usual, however, owing to continuing cool weather.

New Glasgow (major industrial). Reclassified from Group 1 to Group 2. Rehiring of 500 workers at Eastern Car Company Limited was largely responsible for the reclassification of this area. The lumbering industry absorbed an additional 200 workers.

Moncton (major industrial). Reclassified from Group 1 to Group 2. A fairly sharp increase occurred in construction employment. Supplies of unskilled construction workers were still plentiful at the end of the month but skilled workers such as heavy equipment operators, electricians, plumbers, engineers and draftsmen were scarce.

Charlottetown (major industrial). Reclassified from Group 1 to Group 3.
Bathurst, Edmundston, Kentville, Newcastle, St. Stephen, Summerside, Truro and Woodstock (minor). Reclassified from Group 1 to Group 2.
Bridgewater and Yarmouth (minor). Reclassified from Group 1 to Group 3.
Fredericton (minor). Reclassified from Group 2 to Group 3.

QUEBEC

DURING May employment in the Quebec region increased at about the usual rate and remained at levels far above last year's. Persons with jobs at mid-month were estimated at 1,517,000, an increase of 50,000 from the previous month and 48,000 from the previous year.

Employment in construction increased considerably but not enough to create any sizeable shortage of skilled labour. Logging companies were having difficulty in securing all the workers they needed as alternative job opportunities were increasing. Farm hands were scarce in most

local areas and, with the opening of summer resorts, waitresses and kitchen helpers were in strong demand.

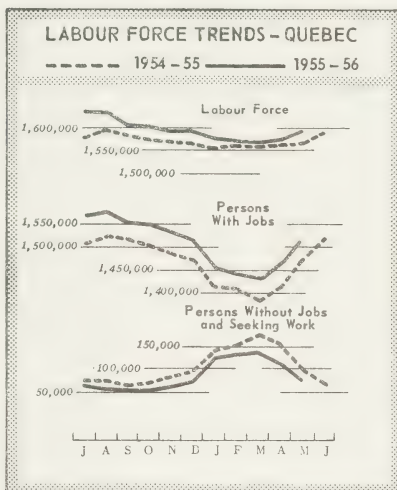
Total industrial employment was about 8 per cent higher than a year earlier. Recent figures show that the greatest year-to-year increase occurred in forestry, primary iron and steel, aircraft and construction. After reaching a trough in 1954, employment in primary and secondary textiles rose slowly through 1955, and in the early months of 1956 it was 8 per cent higher than a year earlier.

Fifteen of the 24 local areas in the region were reclassified during the month, ten from the substantial to the moderate labour surplus category, four from the moderate surplus to the balanced category, and one from the substantial surplus to the balanced category. At June 1, the area classification was as follows (last year's figures in brackets): in balance, 6 (4); in moderate surplus, 14 (16); in substantial surplus, 4 (4).

Local Area Developments

Montreal (metropolitan). Remained in Group 3. Following the usual seasonal pattern, employment in Montreal increased considerably in outdoor activities and in the metalworking trades, and dropped slightly in the shoe industry. Engineers, draftsmen, moulders, coremakers, auto mechanics, stenographers, waitresses and kitchen helpers were in short supply.

Quebec-Lévis (metropolitan). Reclassified from Group 1 to Group 2. Employment increased seasonally in construction and related industries,



land and water transportation, logging and other outdoor industries. Employment in textiles, especially in Lévis, was high for this time of year.

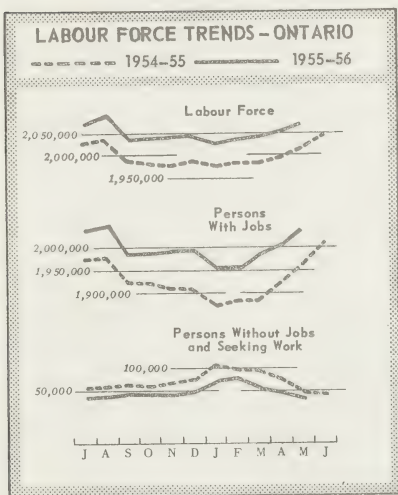
Joliette, Lac St. Jean, Shawinigan Falls and Trois-Rivières (major industrial). Reclassified from Group 1 to Group 2. The log drive, relaxation of spring restrictions on truck transportation, increased activity in construction and the beginning of the tourist season were responsible for a sharp increase in employment. Demand for skilled workers in the secondary textile industry in Trois-Rivières was high, partly because of the opening of a new clothing firm in the area.

Thetford-Megantic-St. Georges, Montmagny, Quebec North Shore, Ste. Agathe-St. Jérôme and Valleyfield (major agricultural and minor). Reclassified from Group 1 to Group 2.

Beauharnois, Lachute-St. Thérèse, St. Hyacinthe and St. Jean (minor). Reclassified from Group 2 to Group 3.

Victoriaville (minor). Reclassified from Group 1 to Group 3.

ONTARIO



THE seasonal demand for workers in the construction, agriculture, forestry and tourist resort industries continued to expand despite cold, wet weather throughout most of Ontario in May. Persons with jobs increased by 32,000 during the month to 2,038,000 at May 19. The year-to-year increase in employment (69,000 or 3.5 per cent) continued to exceed the growth in the labour force (55,000 or 2.7 per cent).

Manufacturing industries were operating at near capacity but there were some short-time and some indefinite layoffs in the agricultural implement and automobile industries. Shortages of engineers, machinists,

draftsmen, tool and die makers, machine shop workers and technicians became more widespread. The record construction program for this year has been delayed in some areas because of cold, wet weather but shovel and bulldozer operators, carpenters, bricklayers, and painters are becoming scarce in many areas. Shortages of farm labour were apparent in most areas and with the strong competition from the manufacturing and construction industries there appeared to be little hope of meeting requirements.

Eleven of the 34 areas in the region were reclassified during the month; ten from moderate surplus to balance and one from balance to shortage. At June 1, area classification was follows (last year's figures in brackets): in shortage, 1 (0), in balance 31 (23), in moderate surplus 2 (11).

Local Area Developments

Hamilton (metropolitan). Remained in Group 3. Heavy industries are continuing at capacity, with template makers, bench fitters, steel mechanics and tool and die makers in shortage. Construction increased rapidly during the month.

Ottawa-Hull (metropolitan). Remained in Group 3. Farm workers and most types of skilled construction workers were scarce.

Toronto (metropolitan). Remained in Group 3. Manufacturing industries continued at near capacity. Despite layoffs in the agricultural implements industry, metal working tradesmen were becoming more scarce. The demand for skilled construction workers was strong.

Windsor (metropolitan). Remained in Group 3. Labour supplies increased as inventory adjustments necessitated short-term and indefinite layoffs in automobile plants during May.

Brantford (major industrial). Reclassified from Group 2 to Group 3. There were some layoffs in agricultural implements but most workers were absorbed in other local industries.

Peterborough (major industrial). Reclassified from Group 2 to Group 3. Increasing employment at Canadian General Electric has been largely responsible for improved employment conditions in the area. All other industries were also busy.

Sudbury (major industrial). Reclassified from Group 2 to Group 3. The largest building program in the history of the area is planned for this year. To date, sufficient labour has been available either locally or through NES clearance procedures but shortages are expected this summer.

Timmins-Kirkland Lake (major industrial). Reclassified from Group 2 to Group 3. Hiring began in the logging and construction industries although bad weather throughout May delayed work.

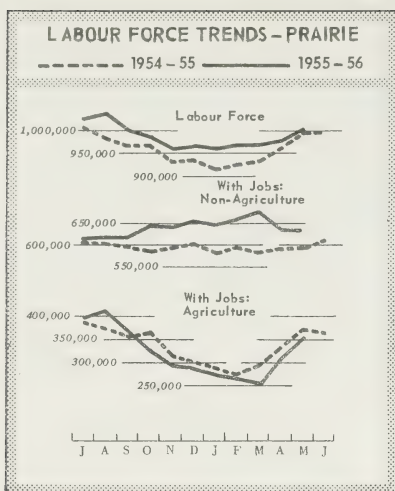
Galt (minor). Reclassified from Group 3 to Group 4. Labour demand was exceptionally strong in all industries in this area.

Belleville-Trenton, Bracebridge, North Bay, Owen Sound, Pembroke, and Simcoe (minor). Reclassified from Group 2 to Group 3.

PRAIRIE

BUSINESS activity in the Prairie region showed a decided increase during May. The estimated number of persons with jobs in the week ended May 19 was 991,000, some 46,000 more than a month earlier and 24,000 more than at the corresponding date in 1955. Spring seeding was hampered by wet weather during the first half of the month but increased rapidly during the last two weeks of May under ideal weather conditions. Logging operations were curtailed owing to an unusually large number of fires and the seamen's strike slowed down lake shipping; but on the whole, industrial employment showed further strengthening during the month.

Job opportunities were more numerous than last year in almost all areas. Shortages of workers in a wide range of occupations occurred in Edmonton, Calgary, Medicine Hat, and Swift Current. In other areas, the demand for farm workers to complete spring work was strong and early shortages of skilled construction workers were expected.



Seventeen of the 20 areas in the region were reclassified during the month, three from the substantial labour surplus to the balanced category, ten from the moderate surplus to the balanced category, two from balance to the shortage category and two from the moderate surplus to the shortage category. At June 1, the area classification was as follows (last year's figures in brackets): in shortage, 4 (0); in balance, 16 (11); in moderate surplus, 0 (9).

Local Area Developments

Calgary (metropolitan). Reclassified from Group 2 to Group 4. Unemployment fell sharply and by the

end of the month a general shortage of labour had developed. Job opportunities were much more numerous than a year earlier in almost all occupations; vacancies listed at NES offices represented 80 per cent of total registrations for employment, compared with 40 per cent a year earlier.

Edmonton (metropolitan). Reclassified from Group 2 to Group 4. The rapid expansion of oil exploration and construction, together with the steady growth of trade and services, resulted in unusually heavy labour requirements.

Winnipeg (major industrial). Reclassified from Group 2 to Group 3. Manufacturing employment increased by about the usual amount. Construction activity gained momentum but there were no reports of labour shortages.

Fort William-Port Arthur (major industrial). Reclassified from Group 1 to Group 3. Construction employment increased rapidly in this area and early shortages were anticipated.

Swift Current and Medicine Hat (minor). Reclassified from Group 3 to Group 4. A very heavy construction program was largely responsible for the tight labour supply which developed during May.

Brandon, Dawson Creek, Drumheller, North Battleford, Prince Albert, Red Deer, Saskatoon, Weyburn and Yorkton (major agricultural and minor). Reclassified from Group 2 to Group 3.

Dauphin and Portage La Prairie (minor). Reclassified from Group 1 to Group 3.

PACIFIC

EMPLOYMENT in the Pacific region continued to increase during May although many industries had already been working at capacity. Persons with jobs at May 19 were estimated at 454,000, about 3,000 more than a month earlier and 19,000 more than in 1955. Further employment increases may be limited by skilled labour and steel shortages and by the

possibility of forest closures. The movement of workers from agriculture and service industries to higher paid occupations was evident.

Logging operations were returning to normal following the re-opening of roads. Most manufacturing industries were operating at capacity. The shipbuilding industry, which had been regaining strength since mid-1955, employed 20 per cent more workers during the first quarter of 1956 than a year earlier. Construction employment

expanded rapidly and was much higher than last year, mainly as a result of industrial development and public utility expansion. Mining was very busy, particularly in base metals, and a heavy exploration and development program was underway. It seems likely that farm employment in some areas will remain much lower than last year largely because of frost damage last winter.

Labour shortages continued in professional, secretarial, metal-working and mining occupations. The supply of skilled workers was likewise becoming tight in the public utility, trade, service and construction industries. In most of these industries employers were also experiencing difficulty in hiring suitable unskilled workers, particularly for out-of-town jobs. The arrival of professional workers from other parts of Canada and from abroad has helped to alleviate some of the shortages.

During the month, seven labour market areas were reclassified, six from the moderate surplus to the balanced category and one from substantial to moderate surplus. At June 1, classification of the ten areas in the region was as follows (last year's figures in brackets): in balance, 7 (5); in moderate surplus, 2 (4); in substantial surplus, 1 (1).

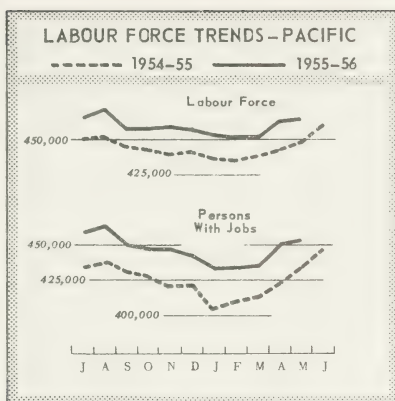
Local Area Developments

Vancouver-New Westminster (metropolitan). Reclassified from Group 2 to Group 3. Employment conditions continued to improve rapidly, with a 32-per-cent decline in job registrations at NES offices and a 48-per-cent increase in job vacancies. The supply of qualified workers in practically every classification was becoming exhausted.

Victoria (major industrial). Remained in Group 3. Continued employment increases resulted in the number of job registrations being the lowest for any comparable period since 1947. Labour shortages were confined to skilled trades and professional occupations but the supply of suitable workers in the semi-skilled and unskilled groups was becoming increasingly tight.

Chilliwack, Cranbrook, Central Vancouver Island, Trail-Nelson and Prince Rupert (minor). Reclassified from Group 2 to Group 3.

Okanagan Valley (minor). Reclassified from Group 1 to Group 2.



Current Labour Statistics

(Latest available statistics as of June 11, 1956)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	May 19	5,664,000	+ 1.5	+ 2.3
Total persons with jobs.....	May 19	5,499,000	+ 3.2	+ 3.3
At work 35 hours or more.....	May 19	4,997,000	+ 3.4	+ 4.9
At work less than 35 hours.....	May 19	390,000	+ 5.1	- 14.3
With jobs but not at work	May 19	112,000	- 6.7	+ 5.7
With jobs but on short time	May 19	23,000	-28.1	- 37.8
With jobs but laid off full week	May 19	*	-	-
Persons without jobs and seeking work	May 19	165,000	-35.8	- 22.5
Total paid workers	May 19	4,263,000	+ 3.1	+ 5.0
In agriculture	May 19	107,000	+16.3	- 13.7
In non-agriculture	May 19	4,156,000	+ 2.8	+ 5.6
Registered for work, NES (b)				
Atlantic	May 17	46,363	-43.7	+ 8.6
Quebec	May 17	104,408	-42.1	- 9.4
Ontario	May 17	66,563	-40.0	- 28.9
Prairie	May 17	39,637	-47.1	- 18.8
Pacific	May 17	24,977	-38.4	- 22.0
Total, all regions	May 17	281,948	-42.3	- 15.2
Claimants for Unemployment				
Insurance benefit	May 1	292,063	-42.9	- 8.3
Amount of benefit payments	April	\$33,201,609	-13.0	- 1.7
Industrial employment (1949=100).....	April 1	113.4	+ 0.2	+ 7.3
Manufacturing employment (1949=100)	April 1	113.2	+ 0.8	+ 6.3
Immigration	1st Qtr. 1956	18,963	-	+ 7.6(c)
<i>Strikes and Lockouts</i>				
No. of days lost	May	136,510	-	+129.3(c)
No. of workers involved	May	17,855	-	+131.3(c)
No. of strikes.....	May	33	-	+ 77.8(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	April 1	\$63.39	+ 0.3	+ 4.5
Average hourly earnings (mfg.).....	April 1	\$ 1.50	+ 1.3	+ 4.2
Average hours worked per week (mfg.).....	April 1	41.1	- 0.5	0.0
Average weekly earnings (mfg.).....	April 1	\$61.81	+ 0.8	+ 4.2
Consumer price index (av. 1949=100)	May 1	116.6	+ 0.2	+ 0.4
Real weekly earnings (mfg. av. 1949=100)	April 1	127.1	+ 0.6	+ 3.8
Total labour income	March	1,093	+ 0.3	+ 10.2
<i>Industrial Production</i>				
Total (average 1935-39=100).....	March	277.2	+ 4.0	+ 10.0
Manufacturing	March	282.3	+ 4.7	+ 8.8
Durables	March	345.4	+ 5.6	+ 8.6
Non-Durables.....	March	242.0	+ 3.8	+ 8.9

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, May *Labour Gazette*.

(b) See inside back cover, May *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

* Less than 10,000.

Notes of Current Interest

New Engineering Schools Needed to Meet Demand

The necessity for setting up new schools of engineering if the demand for engineers in Canada is to be met was foreseen by the deans of engineering departments of 12 universities, who gathered in Montreal recently.

Schools are turning out between 1,650 and 1,700 engineering graduates this year, whereas there are 5,000 vacancies for such graduates. At the best, 3,400 engineers can be turned out in 1966 by doubling present facilities, the deans said. This, they thought, could be done; but it will not be enough either to provide for all the applicants who will probably be coming forward by that time, or to meet the demands of industry.

Dr. R. E. Heartz, President of the Engineering Institute of Canada, told the group at its 70th annual meeting that "the shortage of engineers is so evident that reference to it is quite unnecessary, but it is important to realize that it is becoming increasingly worse. In fact, there are signs that it is beginning to affect our economy."

He called for "substantially increased financial support" to institutions of higher learning from both provincial and federal governments, business and industry, and individuals.

McGill University has announced a campaign to raise \$6,000,000 to finance an expansion which will make possible the doubling of enrolment at its engineering school. The University of Ottawa is appealing for \$3,000,000 from Canadian industry to help in building a new engineering campus. It is hoped to increase the enrolment from the present 200 engineering and 100 science students to 800 engineering and 400 science students by 1965.

The University of Western Ontario in London has announced that it is extending its first and second year engineering program to a full four-year course. Freshman intake in engineering will be increased from 25 to 50 in September, and to 150 in the fall of 1958.

Must Extend Availability Of University Education

In universities from coast to coast in Canada, there are only 69 students who will graduate in pure honours chemistry this year, according to Dr. G. E. Hall, President and Vice-Chancellor of the University of Western Ontario.

In geology, there are only 40 students who will graduate with pure honours, said the educationist, in declaring that higher education for a greater number of persons is essential.

"Where are we going to get the people to develop Canada unless we comb the Dominion and make it possible for an increased number to have the opportunity for more education?"

"Only in universities are engineers, physicists, zoologists, teachers, clergy, lawyers, economists, historians and philosophers produced.

"What we consider assets in natural resources were considered by our forefathers as barriers of progress...now Canada's future is unlimited if we have people to do this type of development work."

U.S. Railway Union Shops Valid—Supreme Court

The United States Supreme Court ruled unanimously last month that since an amendment to the Railway Labor Act, passed in 1951, allowed union shop agreements notwithstanding any law "of any state", state "right-to-work" laws prohibiting railway union shop agreements were invalid. Eighteen states have such laws.

The crux of the decision was that a collective agreement made in accordance with the Railway Labor Act "could not be made illegal or vitiated by any provisions of the laws of a state". Justice William O. Douglas, who wrote the opinion of the Court, said that under the supremacy clause of the Constitution, state laws which were contrary to federal law were invalid.

In the absence of conflicting federal legislation, the judge said, a state may prohibit the union shop. But since Congress has enacted this particular law, state laws must yield to it.

The Court's decision reversed a ruling of the Nebraska Supreme Court that the Railway Labor Act was inapplicable in that state.

"First Automation Strike" In England Has Ended

Britain's "first automation strike" ended May 10 when the strikers agreed to return to work while negotiators sought a settlement of the dispute.

It began April 26 when about 12,000 employees of Standard Motor Company at Coventry, one of the largest in the country, walked out on learning of the company's plan to lay off more than 3,000 men for several months so that the firm's tractor plant could be converted to automation.

The unions involved in the strike were attempting to establish two principles: (1) that employers must consult with the workers before introducing automation; and (2) that workers made redundant by the introduction of automation be retained until other jobs are found for them.

The walkout came about from these circumstances:—

The company's plans called for a \$4,000,000 (\$11,200,000) retooling and replacement at its tractor plant that would halt production for four months, from May 18 to late September.

About 3,500 workers made idle by the improvement program were to be laid off. As many as possible were to be re-employed when tractor production resumed on the new assembly lines.

On April 25, the Amalgamated Engineering Union, of which many of the Coventry strikers are members, at its annual conference demanded that workers displaced by automation must remain in their jobs until other work could be found for them.

The resolution adopted at the conference also proposed the establishment of a tripartite committee of government, employers and unions, to study the whole effect of automation.

Shop stewards at the Standard plant insisted that the company keep all the tractor workers on the payroll during the retooling period by instituting shorter work schedules instead of laying the men off. The men struck when, the shop stewards reported, company officials refused to reconsider the decision to lay off the tractor workers.

Pickets forced a halt in work on the plant renovation project by preventing employees of contracting concerns from entering the Standard works.

Representatives of the strikers appealed for support from other unions, including a dockworkers "blacklist" against export shipments from the struck company and a voluntary weekly assessment from each of the Engineering Union's 200,000 members.

William Warman, a member of the Communist party's national executive, was chairman of the strike committee.

According to company spokesmen, the new tractor plant would step up annual production from 70,000 to 100,000 tractors of improved design. The new plant would incorporate the principles of automation with automatic controls for machines and assembly line processes.

Alick S. Dick, Managing Director of the Standard Company, made the statement:—

"We are not installing \$4,000,000 worth of equipment in order to employ the same number of men."

After negotiations, the company agreed to save the jobs of 1,000 of the men by transferring them to Standard's car factory. Workers there will go on a four-day week to make room for the newcomers.

The union then asked the company to retain a further 1,000 men by absorbing them into the car plant by the operation of a rotation week off, with a guaranteed wage of £6 a week (\$16.80) when not working.

On May 30 the company management rejected this request and told union chiefs that 2,600 employees would have to be fired.

They said that 1,400 workers would receive a week's notice on the following day and the remainder in three weeks.

The mass dismissal, confined to workers in the firm's tractor plant, has aroused fears that there might be a repetition at the automobile factory of what has been called "Britain's first automation strike".

Automation Less Fearful Than Loss of Markets

Unemployment caused by loss of markets was a greater danger than displacement caused by automation, a British trade union leader warned last month.

James Crawford, President of the National Union of Boot and Shoe Operatives, speaking at an international automation seminar at London, said:—

"If we do not improve our competitive efficiency we will have a much bigger problem than technological displacement. In a buoyant, expanding economy machine-displaced workers can be found other jobs. Unemployment caused by loss of markets is a much more difficult business to deal with."

Develop Automation Fast, British Industry Advised

Britain was urged in a government study last month to seize and develop the possibilities of automation as rapidly as possible.

The study, prepared by the Department of Scientific and Industrial Research, declared there was no alternative in a world growing more competitive virtually by the week. The most powerful brake on the introduction of automation in Britain would not be capital but shortage of technical and scientific manpower, it pointed out.

Last month, too, Britain's Labour Minister, Iain Macleod, suggested that firms have early discussions with their workers before introducing new automation techniques.

Speaking in the British House of Commons, Mr. Macleod said: "It is essential that firms which are contemplating the introduction of automation should in their planning consider from the beginning how it will affect their workers, and bring them into early discussions."

Mr. Macleod said the Government welcomed automation but that it was bound to cause employment problems. He said these problems could be handled if the government and both sides of industry worked in close co-operation.

The natural anxiety that may be caused by the introduction of automation, Mr. Macleod said, should be recognized. "There are bound to be employment problems involving the redevelopment of labour. New skills will certainly be required".

New Automation Danger Seen by Educationist

Automation was seen as a stumbling block to Canada's future scientists and engineers in the race against their Russian contemporaries by the Assistant Superintendent of Secondary Schools for Ontario, A. M. Moon.

In an address to the 25th convention of the Associated High School Boards of Ontario last month, Mr. Moon warned that while Soviet schools continued to outstrip the West in producing technicians, students here were about to be lulled into inertia by the advent of machines that replace manpower.

"The Russians are setting the pace for us," he said. "We must develop more engineers, technicians and scientists if we are to exist."

In the USSR, 250 technical and vocational schools were set up in 1954 alone, Mr. Moon said, while Ontario had built about one a year in 50 years.

Russian students go to school six days a week, work longer hours and have fewer distractions, Mr. Moon said, "and from all reports they like it".

Automation, which was not "merely creeping along," would "lull us into inactivity and it will be harder for parents to get their children to study because of the increased leisure time," he said.

The Ontario Government, Mr. Moon reported, had given the go-ahead for a Grade 13 honour diploma in technical courses. Next year, he stated, vocational schools in Brantford, St. Catharines and Galt would introduce this non-university Grade 13 course leading to a year's credit in Ryerson Institute of Technology.

Advanced technical evening classes, for Grade 12 graduates already in industry or commerce, have been extended to several Ontario centres and last year produced the first 18 graduates.

Mr. Moon estimated there were 70,000 enrolled in evening classes in vocational schools across the province.

Opinion of Apprenticeship "Needs Drastic Revision"

That apprenticeship has been unfairly relegated to the lowest rung of the ladder of progress for young Canadians, and that we should drastically revise our thinking about it, is the opinion of W. Elliott Wilson, Deputy Minister of Labour for Manitoba.

Instead of the university's being regarded as the "highest", with vocational training the "second best" and apprenticeship a means of training for those who failed to "make the grade" in university or technical institution, he suggests that we ought to realize that the three are alternative roads to success, none of them inherently superior and each as valuable as the individual is prepared to make it.

In the effort to get rid of the stigma of "dirty work" which is often attached to the calling of tradesmen or mechanics, the home should be the first point of attack, Mr. Wilson suggests. The stigma, he believes, is due to home training, which teaches children and other members of the family to avoid dirt, mud and grime; and it continues to show itself in the attitude of teen-age girls who "look down their pretty, powdered noses at the youth who works with his hands," and persists all through life "in the attitude of clubs, churches and other organizations".

N.Y. Trains Apprentices In Automation Trades

The establishment of two new apprentice programs to meet the rapid development of automation and electronics has recently been approved by the New York State Apprenticeship Council. The new programs, which may easily constitute the first of many important changes in basic job structure resulting from automation, are those for electronic laboratory technician and machine tool mechanic.

The work of the electronic laboratory technician, when trained, will be to build the electronic control box that regulates work and output on the automatic production line. Up till now this kind of work has been done by full-fledged electronic engineers, but when workers trained through apprenticeship are available the engineers will be free to work exclusively on engineering problems.

The electronic laboratory technician will have to complete a four-year training program which includes electrical shop work, basic electronics, circuit analysis and electro-electronic mechanical design.

The machine tool mechanic's job is similar to that of a millwright, with some variations having to do with erection of machine foundations, movement of machinery and set-up and installation of machinery. The new trade will deal entirely with automation, and the apprentices will have to learn to handle complicated 90-foot automatic machines capable of turning out a complete production job by themselves.

The apprentice machine tool mechanic will also learn how to time, synchronize and set each tool to its proper place, the construction of base machines, and testing and tooling to customer's specifications. He will probably be the key factory mechanic of the future. The period of apprenticeship is tentatively set to last three years.

Automation Seen Indirect Cause of Clerk Shortage

An indirect effect of automation is already being felt in a shortage of stenographers, bank clerks, nurses, "Good Humor Salesmen", retail clerks of all kinds, and grocery boys, according to an article, "The Coming Scarcity: Labor", in *Business Week* for May 5, 1956.

The reason for these shortages, the article says, is partly that "high wages in expanding industries attract white-collar or easily-trained workers away from their jobs in the

more static, low-wage fields, such as retailing or banking"; and partly because "the main breadwinner of a family is earning enough so that his wife can quit work to do what she likes... or so his children can quit working for what he now regards as substandard wages".

"America got its first taste of this phenomenon when the supply of domestic servants shrank, years ago, for the same reason."

However, the shortage of low-paid white-collar workers is at least as much a cause as an effect of the trend to automation, the writer of the article suggests. Here again he draws an analogy from what happened to domestic labour in the past.

"The vacuum cleaner and the electric dishwasher did not make the maid-of-all-work obsolete. It was the disappearance of the housemaid that produced the outpouring of vacuum cleaners, dishwashers, washing machines, and other appliances—the automation revolution in the American home."

The recruiting problem throughout the United States, apart from the shortage of engineers, technicians and skilled workers generally, is how to meet the shortage of these white-collar workers, the writer says.

"The surest way to get them is the most painful—to boost salaries and wages. Many an employer, trying to figure out a way to grab the high-quality bodies he wants, has gloomily observed: 'We can't destroy our present wage structure just to bring in more people.' This," the article concludes, "is going to be a powerful factor that will bring in more machines."

Make Steel Firms Justify Price Boosts, Union Asks

The Canadian steel industry should be required to justify its price structure, and any further price increases, "before a public tribunal similar in authority to a conciliation board, before which labour must justify its wage demands," the United Steelworkers of America believes.

A resolution urging the Government to institute this requirement was passed at a recent policy conference of the Canadian district of the union.

The Steelworkers complained that profits in the Canadian steel industry have risen 612 per cent since 1939, and that Canadian profits have been 32·8 per cent of net worth against 27·7 per cent of net worth in the United States steel industry for the years 1948-54.

They also complained that wage increases have lagged far behind prices in the industry, and that Canadian producers charge American prices but pay wages 25 per cent lower than American wages. The union rejects the steel companies' plea that steel price increases have been required because of wage increases.

An intensified drive to organize office workers and reduction in the length of the work week were other objectives debated at the conference.

Charles Millard, Canadian Director of the union, said that the Steelworkers will increase its efforts to organize office employees in establishments where the union represents plant workers.

"By far the greatest proportion of our jurisdiction in the clerical field is still unorganized and this is a problem which must be tackled during the coming year," he insisted.

Hours of work should be reduced to at least no more than 40 a week in plants now working a longer week, said Larry Sefton, the union's director for the district from Ontario to British Columbia. He pointed out that hours in the Ontario gold mines had been reduced from 48 to 44 in recent negotiations.

He suggested that as a means of reducing unemployment "it might well be necessary for us to start planning now for a work week less than 40 hours with the same take-home pay".

Next UAW Goal Will Be Fewer Hours, Higher SUB

The next major bargaining goal of the United Automobile Workers will be a shorter work week without loss of pay and an increase in the size and duration of supplementary unemployment benefits, UAW President Walter P. Reuther announced last month.

He was discussing the union's long-range bargaining objectives at a press conference after addressing a closed conference of the GM Council of the union, at which more than 500 delegates and union officials were present.

The growing number of layoffs in the auto industry was one of the main topics of the conference, and it was decided that when the present agreement with General Motors expires in 1958 a principal demand would be for "a substantial reduction in the work week with the maintenance of a full 40 hours' take-home pay".

Packinghouse Workers Draw Up 1956 Demands

A union shop, two weeks' paid vacation for service up to nine years, three weeks after nine years and up to 14 years, and four weeks for more than 14 years, and a substantial wage increase, were among bargaining demands drawn up in a Canadian district conference attended by 60 delegates of the United Packinghouse Workers in Toronto on April 28 and 29.

The present country-wide contract in the meat packing industry will expire on August 1, and notices opening negotiations for a new contract were sent first to Burns & Co. and the Swift Canadian Co. towards the end of May. Similar notices to Canada Packers Ltd. and the independent meat packing companies were expected to follow.

The union is again planning to bargain on a national scale.

Other demands were expected to include: base rate for women to be brought up to the same level as the men's rate; pay rates in all plants to be made the same as those in Toronto; shift premiums of 10 cents for afternoon and 15 cents for night shift; companies to supply all tools and clothing needed on the job, and to allow 15 minutes a day on company time for knife-sharpening; full cost of a comprehensive welfare plan for workers and dependents to be paid by the employer; three days off with pay in case of death in the family; company to pay for all licences needed by employees in the course of their employment; preferential hiring in other plants for employees laid off in one plant; special leave for female employees in case of pregnancy; 10 paid statutory holidays; double time for all Sunday work, time and a half for Saturday work, and double time and a half for work on statutory holidays.

Steel Union, Carpenters End Jurisdictional Rift

A settlement of the jurisdictional dispute between the United Steelworkers and the United Brotherhood of Carpenters and Joiners was recently announced in the United States. The presidents of the two unions were reported to have reached an informal agreement on the basic terms of a settlement but the terms were not made public.

The question of which union should have jurisdiction over construction projects at steel plants has been the bone of contention.

Bakers in B.C. to Work 35-Hour Week in 1957

Bakery workers in Vancouver and Nanaimo will be working a 35-hour week in October next year.

A two-year agreement recently reached by the Bakery and Confectionery Workers' International Union with Canadian Bakeries Limited and seven other bakery firms in the two cities provides for a progressive reduction in hours of work, to 37 hours a week effective June 1, to 36 hours on June 1 next year and to 35 hours effective October 1, 1957.

According to the agreement, working hours in any day shall not exceed seven and one-half, except that on one day in each week they may be eight hours.

The agreement also provides for a wage increase of \$2.50 a week effective June 1, 1956, and a further increase of \$2.50 on June 1, 1957.

Three weeks' paid vacation are allowed after 11 years' service effective June 1, 1956, and after 10 years' service effective June 1, 1957.

Indiana Bars Receipt of Both SUB, State Benefits

Nearly 100,000 members of the United Automobile Workers are affected by a recent ruling of the Attorney General of Indiana that industrial workers in the state cannot draw unemployment benefits from the state and from their employers simultaneously.

The ruling said that any payments made by the employer under "guaranteed annual wage" plans in labour contracts must be deducted from the state benefits received by an employee.

To allow simultaneous payments from both sources would "destroy the intent of the legislature," the Attorney General said.

Maryland is the latest state to pass a law regarding the payment of state unemployment compensation in addition to SUB. That state and Georgia have this year legalized such payments, while Virginia has prohibited them.

Michigan, New York, Massachusetts and Rhode Island have also considered the question this year. In Michigan there is a deadlock, the Senate having passed a provision limiting to \$25 a week the amount of SUB an employee may receive without forfeiting his state benefits, while the House defeated the measure. In New York a similar bill did not get beyond the committee stage. In Massachusetts a measure approving simultaneous payment

of SUB and state benefits was dropped in favour of another which evaded the question. Rhode Island has so far taken no action on a bill which would provide for the financing of SUB for all employees by means of additional state taxes.

In 12 states an administrative ruling has now been given that receipt of SUB does not disqualify a claimant for state benefits.

SUB Payments Begin At Three Auto Firms

Payment of supplementary unemployment benefit began on June 1 for employees of the three principal automobile manufacturing companies in the United States, the Ford Motor Co., General Motors Corporation and the Chrysler Corporation.

Although altogether nearly 600,000 employees come under the plans, of the 159,000 estimated to have been laid off recently, a much smaller number would be drawing benefits because only those laid off after May 2 and still unemployed on June 1 were eligible, and also because employees with less than one year's service do not qualify for payments.

Because the duration of benefit payments is based on a worker's seniority and on the size of the trust fund, most of those who were eligible on June 1 were not entitled to more than three or four weeks' benefit.

Benefit payments to employees of the Studebaker-Packard Corporation do not begin until September, and for workers at American Motors Corporation until September 15, 1957.

Shipping Strike, Lockout Ended after Eight Days

With the help of a federal Government mediator, negotiations after a conciliation board had failed to bring about a settlement resulted in agreement which brought an end to an eight-day stoppage of Great Lakes and St. Lawrence River shipping.

The report of the conciliation board is printed in full in this issue, pages 713 to 715.

The seven-company Association of Lake Carriers and the three unions bargaining for the employees—which for the first time had joined forces in the negotiations—agreed to the terms of a new contract and decided to call off the combined strike and lockout on May 18.

The Seamen's International Union on May 10 declared a strike against two of the companies, the Upper Lakes and

St. Lawrence Transportation Co. and N. M. Paterson and Sons, in support of its demands. A day or two afterwards the other five member-companies of the Association carried out their previously declared intention of treating a strike against one of them as a strike against all, by ordering their ships to port to discharge cargo and lay off crews. By the time the settlement was reached, 117 ships were said to have been tied up—63 by the strike and 54 by the lockout—out of a total of 280 ships owned by the members of the Association.

By the terms of the two-year contract, which took effect from the opening of navigation in 1956, a 16-per-cent wage increase was allowed to the unlicensed personnel represented by the Seafarers' International Union; and a 19-per-cent increase to the licensed personnel, both deck officers and marine engineers, who were represented by the Canadian Merchant Service Guild and the National Association of Marine Engineers respectively.

Amount of Increase

For the seamen the increase amounted to from \$44 to \$69 a month, and for the deck and engineer officers to from \$67 to \$85 a month.

The settlement also provided for improved overtime pay and for the contribution by the employers of 30 cents per man per day to a welfare fund for the licensed personnel.

Almost 5,000 men were affected by the settlement. The Seafarers' International Union had 3,800 members, and the Canadian Merchant Service Guild and the National Association of Marine Engineers 600 and 500 members respectively.

The SIU had originally demanded that deck hands should be paid by the hour at the rate of \$1.55 for a 40-hour week, instead of at the then current rate of \$190 a month with a 40-hour week. Since many Great Lakes ships were operating on a 44-hour or 45-hour week, with extra pay for work after eight hours a day and on Saturdays and Sundays, the cost of this demand per month to the companies would have been greater than the above figures indicate.

Other original demands of the union were for a limitation on the hours of work and increased payment for overtime work.

Companies' Answer

The companies asserted that these three claims alone would have resulted in an increase of about 98 per cent in the

remuneration of the employees represented by the union, in addition to the cost of eight other claims.

The companies' original offer was a monthly increase of \$11 for the current season, and an additional \$8 for 1957. Later in the negotiations the companies offered an increase of \$13 a month for this year, and the union was reported to have reduced its demands by the equivalent of \$40 a month.

Report Young Don't Know How to Seek Employment

A serious lack of knowledge amongst young people about jobs and how to go about getting them is reported by the Jewish Vocational Service in Toronto.

The Service, founded in 1947, aims to give vocational guidance and advice to young people still in school and to adults who need help in obtaining or changing employment. It has also undertaken to operate a workshop, which will be officially opened this month, where those who are handicapped or are recovering from disabilities will be employed at work, undertaken under sub-contract, which is within their capabilities until they are fit for regular employment outside.

The agency has facilities for testing the intelligence, aptitudes and interest of those who are looking for work. The vocational specialists who comprise the staff are also available for consultation. The Service has been certified by the American Personnel and Guidance Association.

Limitations of staff prevent large-scale interviewing but as much as possible is being done, preference being given to the most needy cases. Most of the counselling work, however, is being carried on by means of group discussions conducted in synagogues and Jewish recreational agencies. It has been found better to deal with groups that arise naturally than to attempt to organize special groups. Most of the young people who go to the Service for individual counselling are attracted to it as a result of these group discussions.

The Service has a Placement Advisory Council composed of business, professional and trade union leaders who help clients to get employment, and keep the staff informed of employment openings.

The agency has an excellent library, which includes a wide range of occupational books and pamphlets.

Despite Altered Status, Mine-Mill Retains Rights

The International Union of Mine, Mill and Smelter Workers, Local 637, was recently declared by the Ontario Labour Relations Board to be the successor of the trade union of the same name which signed a collective agreement with the International Nickel Co. of Canada on August 5, 1955.

This decision of the Board is the first given under an amendment to the Labour Relations Act passed by the Legislature this spring. The amendment (contained in Section 44a) was designed to protect the bargaining rights of unions which amalgamate with, or transfer their rights to, other unions.

Unions which merge, however, will not be able to get a blanket declaration from the Board covering all their agreements. They will be obliged to apply in respect of each separate contract they hold. This applies even to separate contracts signed with the same employer.

The Mine-Mill union in Ontario was placed in an awkward position when the Labour Relations Board at the end of last year refused to recognize its existence as an autonomous Canadian body, which the union claimed to be by virtue of a constitutional amendment passed by the parent union in the United States and the approval of a Canadian constitution and election of a Canadian Executive Board at a convention held later in Rossland, B.C. (L.G., December 1955, p. 1388). The Canadian constitution was ratified by a referendum vote taken on November 29, 1955.

The union's embarrassment was increased when at the end of March the Labour Relations Board issued a set of decisions which declared that the international union no longer existed in Canada, and that its bargaining rights were, therefore, wiped out.

This decision meant that the agreements held by the union in Ontario were all invalidated, and that the union would either have to prevail on the employers to recognize it or, if the employers refused to do so, that it would have to get its members to sign all over again, and would then have to apply to the Board for certification as if it were a new union.

The recent amendment to the Labour Relations Act has partially rescued the union from this dilemma. The Board has intimated that although an application must be made by the union in connection with each agreement this will be treated as a routine matter unless either the employer

objects or some of the employees oppose the transfer of bargaining rights.

The ruling about opposition from the employees may give an opportunity for raiding by rival unions. The Mine, Mill and Smelter Workers Union has argued before the Board that, since the principle has been established that its locals have inherited their old bargaining rights, other unions should be disqualified from applying for certification.

Ontario Printing Unions Hold Annual Convention

A resolution calling on both federal and provincial Governments to stop a practice under which it was alleged that election officers receive rebates from printers was passed at the 12th annual conference of the Ontario Federation of Printing Trades Unions held in Windsor last month.

The resolution said that officers responsible for getting voters lists printed are allowed a fee by the printers, based on the number of lines printed. "Such a practice is, in effect, graft, and is known and condoned by the federal and Ontario Governments," the resolution read. The Governments concerned were also called upon to pay returning officers salaries commensurate with their duties.

Other resolutions approved by the conference called on the Ontario Government: to require the union label to be displayed on all its printing; to pass legislation to allow employees in a bargaining unit to appoint their own representatives on bargaining committees; to enforce the time limits of conciliation procedure set out in the Labour Relations Act; to put into effect immediately a provincial health plan, labour being allowed to make representations before any legislation is passed; to amend the Female Employees Fair Remuneration Act of 1951 to prevent discrimination against women wage earners and to allow unions to represent their members in any such complaint; to change the Hours of Work and Vacations with Pay Act to provide for two weeks' vacation after one year's employment; to establish a minimum wage of \$1 an hour for all employed workers in the province.

The conference also called for a review of the question of overtime, and of a recent ruling by the Ontario Labour Relations Board that refusal to do overtime work constitutes an illegal strike. A protest was raised against the "hamstringing" effect of the Ontario Labour Relations Act.

Another resolution asked the federal Government to give pensions to women at 60 years of age. Periodic press releases on

Federation activities were approved, and a resolution was passed supporting continued co-operation between local unions looking towards the union of all printing trades workers under one affiliation.

The Federation will also ask the federal Government to make costs of dental treatment and glasses deductible for income tax purposes, along with medical and hospital expenses.

Members attending the convention criticized the provincial Government for its laxity in carrying out the 48-hour work-week law, saying that some printers who are not organized are being forced to work as much as 70 hours a week.

Bert Groves and Thomas Osborne were re-elected as President and Vice-president respectively; Purdy Churchill, Toronto, was re-elected Secretary-Treasurer.

Printing Pressmen Hold 12th Annual Convention

That the Canadian Labour Congress should confine itself to a political education program and not link itself with any political party was the policy approved by the 100 delegates attending the 12th annual conference of the Canadian Federation of International Printing Pressmen, held in Montreal on May 18, 19 and 20.

The resolution embodying this declaration was sent in by the Toronto Web Pressmen's Union, Local No. 1, whose delegates asserted that they would not be "dictated to by labour any more than by the bosses" as to how or for whom they should vote.

Another resolution was passed requesting the federal Government to levy an import tax on all foreign magazines and periodicals, other than trade and educational publications. This was added by way of amendment to a resolution asking the federal Government to reconsider its "proposed discriminatory tax" on foreign magazines now being printed in Canada.

Claude Jodoin, President of the Canadian Labour Congress, addressing the closing session of the conference, offered to place the CLC machinery for settling jurisdictional disputes at the disposal of affiliated unions to arbitrate encroachments and to help the unions to "settle differences among themselves".

Purdy Churchill, Toronto, was elected President in succession to John Steele, also of Toronto, who became Secretary-Treasurer, replacing Donald A. Poitras, Toronto. Les MacDonald, Toronto, was elected Vice-president, and Leo Poissant, Montreal, a director.

Butchers, Packinghouse Workers Delay Merger

Cancellation of a joint convention to effect a merger between the United Packinghouse Workers Union and the Amalgamated Meat Cutters and Butcher Workmen was announced last month. The convention was to have been held in Cincinnati on June 11, but failure of the two unions to reach agreement on certain issues led to the cancellation.

It is expected that the differences will be settled in time to allow a convention to be held in the fall, probably in Chicago.

The main points at issue are a demand by the Meat Cutters union for more members on the executive board, and the insistence by Patrick J. Gorman, Secretary-Treasurer of the same union, that elected officials and all others on the union payroll shall sign non-Communist affidavits.

Amalgamation of the two unions, one formerly belonging to the CIO and the other to the AFL, would create a 450,000-member union in the meat processing field.

House Building Last Year Tops All Earlier Records

Residential construction in Canada topped all previous records in 1955. New high marks were established for the number of units completed, the number started and the number in various stages of construction at year's end.

The number of new dwelling units completed in 1955 increased 25 per cent to 127,552 from 101,965 in the year before. The number started rose 22 per cent to 138,276 from 113,527.

Units still under construction at the close of the year increased 16 per cent to 79,716 from 68,641.

In the United States, too, it was a record-breaking housing year. Construction of single-family houses broke all previous records and accounted for 90 per cent of the total dwelling units started.

Final reports for 1955 show a total of 1,328,900 units started, second only to the record 1,396,000 units in 1950 and 9 per cent more than in 1954.

1st Quarter Immigration Rises

During the first quarter this year, 18,963 immigrants arrived in Canada, a rise over last year's 17,627 during the same period. The largest number came from the United Kingdom; they totalled 4,675, a rise from 4,094.

France, Holland Plan Pension Increases

Increases in pensions for persons over 65 years of age are being planned in two European countries, France and The Netherlands.

In France the Government recently proposed a plan under which old people whose income does not exceed 180,000 francs a year (\$514) will be eligible for a yearly grant of 31,000 francs (\$88.50) from a "National Solidarity Fund". In theory, claimants would be subject to a means test, but it was said that in practice in many cases it would be impossible to apply such a test effectively.

It was estimated that pensions would be increased for 4,000,000 persons. The plan will cost the equivalent of \$342,000,000 a year, and will entail the levy of new or increased taxes totalling the equivalent of \$285,000,000.

The Dutch plan, which, it is reported, Parliament is almost certain to approve, would replace the 1947 Emergency Old Age Act. Almost twice as many persons would become eligible for pensions and total benefits would be more than doubled under the new law.

It is expected that about 712,000 old people will receive pensions totalling 722,000,000 guilders (about \$190,000,000) a year, compared with 369,000 recipients of 279,000,000 guilders under the emergency law.

The basic pension for an unmarried person would be 67 guilders (about \$17.60) a month, and for married couples 115.5 guilders (about \$29.30). The average monthly pay of skilled labour, foremen and office clerks in The Netherlands varies from 280 to 340 guilders (\$73.40 to \$89).

Old Age Assistance Recipients Decrease

The number of persons receiving old age assistance in Canada decreased from 93,380 at December 31, 1955, to 93,023 at March 31, 1956.

The federal Government's contributions under the federal-provincial scheme totalled \$5,193,018.30 for the quarter ended March 31, 1956, compared with \$5,230,225.55 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$83,481,540.66.

Federal expenditure for the fiscal year 1955-56 amounted to \$20,918,186.11, an increase of \$49,060.02 over the expenditure of \$20,869,126.09 in 1954-55.

At March 31, 1956, the average monthly assistance in the provinces paying a

maximum of \$40 a month ranged from \$33.73 to \$37.84, except for one province where the average was \$27.69. In Newfoundland, which pays a maximum of \$30 a month, the average was \$29.42.

Rise in Number Receiving Blind Persons Allowances

The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,183 at December 31, 1955, to 8,230 at March 31, 1956.

The federal Government's contributions under the federal-provincial scheme totalled \$739,641.81 for the quarter ended March 31, 1956, compared with \$739,604.83 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$12,425,446.59.

Federal expenditure for the fiscal year 1955-56 amounted to \$2,918,494.13, an increase of \$32,309.98 over the expenditure of \$2,886,184.15 in 1954-55.

At March 31, 1956, the average monthly allowance in the provinces ranged from \$37.52 to \$39.65. In all provinces the maximum allowance paid was \$40 a month.

Allowances to Disabled Paid to More Persons

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 23,766 at December 31, 1955, to 26,027 at March 31, 1956.

The federal Government's contributions under the federal-provincial scheme totalled \$1,609,660.64 for the quarter ended March 31, 1956, compared with \$1,597,173.07 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$6,084,445.49.

At March 31, 1956, the average monthly allowance in the provinces ranged from \$32.84 to \$39.24. In all provinces the maximum allowance paid was \$40 a month.

The 85th annual meeting of the Canadian Manufacturers' Association was held in Toronto June 6 to 8.

Speakers included Canada's Governor-General, Rt. Hon. Vincent Massey; the Minister of Labour, Hon. Milton F. Gregg; and Thomas E. Dewey, former Governor of New York.

Theme of the meeting was "Leadership Today for Canada's Tomorrow".

A detailed report of the meeting will appear in the July issue.

Women at Work Subject Of Panel Discussion

"Women Go to Work at Any Age" was the subject of a panel discussion held May 8 under the auspices of the three Soroptimist Clubs of the Toronto metropolitan area.

For the past five years, the five women's service organizations of Toronto, the Soroptimist, Altrusa, Pilot, Quota and Zonta Clubs, have come together annually for a dinner meeting. This year such a plan proved impracticable, and the Soroptimist Clubs therefore decided to sponsor this meeting and invite members of the other service clubs.

Miss Gladys E. Neale, President of the Soroptimist International of Toronto, who presided at the dinner, explained that the subject of the panel had been suggested by the Altrusa Club, whose international affiliate recently published under this title a pamphlet on the employment of older women.

Members of the panel, introduced by Mrs. J. F. Hammett, President of the Altrusa Club of Toronto, were: Mrs. Kay Kenny, National Personnel Director of the Mutual Benefit Health and Accident Association; Miss Margaret McIrvine, Co-ordinator of Women's Employment, Ontario Region, Unemployment Insurance Commission; Dr. Margery King, Canadian Mental Health Association; and Miss Helen Monkhouse, medical-social worker, Sunnybrook DVA Hospital.

Miss Marion Royce, Director of the Department's Women's Bureau, was moderator.

The texts of the speeches, with a more complete report of the meeting, will be published in the July issue.

Job Pattern Surveyed Of U.S. Women Grads

Preliminary findings of a survey which shows the job pattern of women graduates, the relationship of their occupations to their fields of study, and the salaries they have received in the first year of their working life, have been released by the United States Department of Labor and the Women's Section of the National Vocational Guidance Association.

Information for the survey was collected from 3,000 women graduates of 108 colleges and universities in all sections of the United States. Statistically, the sampling is representative of all women who

received baccalaureate degrees from women's colleges or co-educational institutions in June 1955.

Facts brought out in the survey reveal that the June 1955 graduates are employed in a variety of jobs, ranging from actress to zoologist in the alphabet of occupational classification. Teaching, as has been traditional, attracted a great many young women, six in every ten of those employed at the time of the survey. Other professional activities in which the graduates found work—two in every ten—included among others nursing, social science, reporting, and biological testing. Accounting for the remainder were secretarial or clerical work, and jobs in retail trade, service, and finance industries.

Working Women in U.S. Increase 45% in 15 Years

While the total United States labour force increased about 25 per cent between 1940 and 1955, the number of working women increased about 45 per cent during this period, according to Ewan Clague, Commissioner of Labor Statistics, U.S. Department of Labor.

This was largely due to the sharp increase in the proportion of married women who worked, he said. The tendency in this direction was greatly accelerated by the labour shortages during the Second World War. The continued high demand for workers in the post-war period provided opportunities for increasing employment of women.

Mr. Clague said that it was expected that the female labour force would show somewhat greater relative gain in the next 10 years than would the male labour force. Most of the increase in the number of women workers had occurred in ages more than 35 years, when many women no longer had responsibility for care of their young children.

Business Women to Hold International Congress

The first International Congress of Business and Professional Women to be held in Canada will meet in Montreal next month.

Chairmanship at the Congress will be shared by Isabel Menzies of Montreal and Mrs. Margaret Campbell of Vancouver.

During the same period the Canadian convention will be held, with Florence Richards acting as Chairman.

Payment-by-Results Plans Cover 2¼ Million in U.K.

The number of workers in all industries in the United Kingdom who were being paid by results at the end of October 1955 was more than 2,250,000, according to the British *Ministry of Labour Gazette* for April. This was nearly 34 per cent of the total at work at the time of the enquiry in the 65,100 establishments covered.

Payment by results was stated to mean piecework arrangements, output bonus schemes and any other schemes in which payment varied according to the output of individuals, groups or departments. It did not include such schemes as good time-keeping bonuses, merit payments, profit sharing and co-partnership, which were not directly related to output.

The proportions of workers being paid by results in all industries covered, and

also in manufacturing industries alone, were found to differ little from those reported in October 1951 and October 1953. Compared with October 1938, there was a marked increase for "all workers" on account of the higher proportions reported for men and girls. For youths and boys there was only a small increase, while for women there was a decrease.

The proportions of wage-earners on systems of payment by results varied widely in the different industries. In nearly all industry groups, however, the percentage of workers so employed in October 1955 was within two points of the corresponding figure for October 1953. At both dates the proportions were 32 per cent for all industries combined, and 40 per cent for manufacturing industries alone. The proportion of women so employed in all industries combined was decidedly higher than the proportion of men.

Proceedings of Parliament of Labour Interest

Railways and Non-Operating Unions

April 30

Mrs. Ellen L. Fairclough (Hamilton West) asked if it was correct that the railway companies had refused to accept the recommendations of the conciliation board. The Minister of Labour replied that a letter written on behalf of the railway companies had come to his desk that morning. As it was rather a long letter, the Minister stated, he could not do better than to paraphrase the last paragraph of the report:

However, the acceptance of the unions of the majority report based on a contract term in excess of one year creates a new situation in which the railways are prepared to do everything possible consistent with their responsibility to the public to reach an equitable settlement of this dispute. They will be glad therefore to meet the unions for negotiation looking to the development of such a satisfactory basis of settlement.

May 2

The Prime Minister, asked by Mrs. Fairclough what steps are being taken by the Government to avert a railway strike, said the last step was a communication addressed by the Minister of Labour to the railways and to representatives of the employees asking them to meet on the morning of May 8 to discuss settlement.

May 8

Stanley Knowles (Winnipeg North Centre) asked, in view of the compulsion imposed upon railway workers in 1950, what was the attitude of the Government towards the railway companies in the light of their refusal to go along with the conciliation board report, and whether responsibility did not now rest with the Government itself.

The Prime Minister replied that responsibility did not rest with the Government, legally or technically, but that the Government did feel that Parliament has a responsibility to the Canadian people in respect of the operation of transportation service.

Asked by Mr. Knowles if he would look into the desirability of impressing upon the railways the importance of accepting the report, Mr. St. Laurent said no decision had been reached on that point but that the problem had been receiving earnest consideration by the Government and it was still hoped there would be no interruption in transportation services.

May 10

The Minister of Labour announced he had received a joint message from the railways and unions stating that, although the meeting had made no progress towards a settlement of the dispute, the railways

and the 15 non-operating unions, "having in mind their responsibility for maintaining uninterrupted railway service to the Canadian public, have arranged for a further meeting tomorrow for the purpose of entering into an agreement implementing the terms of conciliation, notwithstanding that both parties disagree with some of the principles underlying that report".

Farm Labour

May 2

The Minister of Labour, replying to an inquiry by L. E. Cardiff (Huron) as to whether the Government was doing anything to relieve the farm labour shortage, said activities were being carried out by the Department of Citizenship and Immigration, in conjunction with his Department, based on the needs as expressed at the last Farm Labour Conference. The conference, he said, was attended by representatives of provincial departments of agriculture.

Great Lakes Seamen

May 8

At the request of G. D. Weaver (Churchill), the Minister of Labour made a statement concerning the impending seamen's strike on the Great Lakes.

A further statement was made by the Minister in answer to an inquiry by George H. Hees (Broadview), in which he announced the appointment of H. Carl Goldenberg, QC, of Montreal, as an industrial inquiry commission, under Section 56 of the Industrial Relations and Disputes Investigation Act, to act as mediator.

May 18

The Minister of Labour made a statement regarding settlement of the strike.

Health Insurance

May 10

Asked by J. E. Brown (Brantford) if he could state whether any province in addition to British Columbia and Saskatchewan have indicated they will accept the federal Government's recent offer to provide financial support and technical assistance for a hospital care insurance program, the Minister of National Health and Welfare replied that Alberta had officially accepted.

Annual Holidays with Pay

May 11

Stanley Knowles (Winnipeg North Centre) moved the second reading of the bill to provide for annual holidays with pay for employees.

The bill proposes that all workers in Canada who come under federal labour jurisdiction be given two weeks' holidays per year with pay after one year of employment.

On motion of the Minister of Labour, the debate was adjourned.

Disabled Persons Act

May 15

Replying to an inquiry by F. S. Zaplitny (Dauphin), the Minister of National Health and Welfare stated the Government is now awaiting the reactions of the various provinces to the discussions on the disability allowance program which took place at the federal-provincial conference. It was not expected that any final decision would be made before September, he said.

Unemployment Insurance Act

May 16

Provision for persons denied benefit—The Minister of Labour announced that pending the outcome of the study being made by the Unemployment Insurance Commission, in order to forestall unintended consequences under Section 45(2) that would otherwise affect insured workers next fall or winter, he would recommend before the session ends a corrective amendment to the Act in that connection.

Such an amendment, the Minister said, would apply only to a person who had a seasonal benefit claim and who, within 104 weeks after the beginning of that claim, again becomes unemployed and files a second claim, this time for regular benefit, and who may fail to qualify because he may not have made 30 contributions in the preceding 52 weeks.

Application to fishermen—The Minister hoped to be able to make a statement "before many weeks".

Housing

May 16

Bill to amend the National Housing Act to provide for contributions to municipalities, home loans and housing research, read a third time and passed.

Canada Elections Act

May 18

Second reading of bill to amend the Canada Elections Act to provide in the case of a by-election during the period when daylight saving time is not in effect, that the polls shall remain open until 7 p.m. Debate adjourned.

First Constitutional Convention of the Canadian Labour Congress

Trades and Labour Congress of Canada and Canadian Congress of Labour merge into one central organization with more than million members at largest labour convention ever held in Canada. Prime Minister heads list of prominent guest speakers. Claude Jodoin is first President

The Canadian Labour Congress, product of the merger of the Trades and Labour Congress of Canada and the Canadian Congress of Labour, was established at a founding convention in Toronto, April 23-27.

Fusion of the 83-year-old TLC and the 15-year-old CCL brings more than a million trade unionists into one central organization.

The convention was the largest Canadian labour gathering ever; 1,619 delegates representing 1,380 organizations met in the Coliseum in the Canadian National Exhibition park. For the first time since the Rt. Hon. William Lyon Mackenzie King addressed the 41st TLC convention in 1925, a Canadian Prime Minister was one of the guest speakers at a labour convention.

The new Congress elected as its first President the 41-year-old former head of the TLC, Claude Jodoin, who faced no opposition. Also elected by acclamation were Executive Vice-President Gordon Cushing, formerly Secretary-Treasurer of the TLC, and Secretary-Treasurer Donald MacDonald, who had held the same post in the CCL.

Of the 13 Vice-presidents elected, seven were nominated by the TLC and six by the CCL. For the first time, one of the vice-presidential seats went to a woman, Miss Hugette Plamondon of Montreal, an organizer for the United Packinghouse Workers.

Strenuous opposition to some provisions of the proposed constitution was expected—resolutions recommending amendments numbered 121—but the flood of objections was tamed when A. R. Mosher, first and only President of the CCL, threatened to walk out of the convention if the delegates attempted to alter the terms on which they had previously agreed to unite.

The constitution as adopted sets up a national congress with an Executive Committee (the three principal officers), an Executive Council (the three principal officers plus the 13 Vice-president), and a General Board (the Council plus one principal Canadian officer of each affiliated organization). The biennial convention is

the “supreme governing body” of the Congress.

The constitution, containing 18 articles with 121 sections, permits Communists to be accredited as delegates but bars Communist-controlled organizations from affiliation. It guarantees the existing jurisdictions and established bargaining relationships of all affiliates and creates a procedure for settling jurisdictional disputes.

Provincial federations and local councils are given two years to effect mergers.

The convention adopted a 29-point platform of principles, a statement of economic policy suggesting 12 measures to achieve full employment, and two resolutions setting out the political education policies that will guide the new Congress. In all, 458 resolutions had been submitted for the convention.

The executive was empowered to negotiate the terms of affiliation of the Canadian and Catholic Confederation of Labour, the One Big Union and the Canadian membership of the United Mine Workers. In addition, invitations to join the Congress were issued to the railway brotherhoods and, if they change their leadership, the Communist-dominated unions.

Hon. Milton F. Gregg, Minister of Labour, and George Meany, AFL-CIO President, were among the many prominent guest speakers at the convention.

Five provincial Ministers of Labour and a representative of a sixth were on the platform to witness the opening of the convention. The ceremonies were conducted jointly by William Jenoves, as President of the Toronto District Trades and Labour Council (TLC), and Dave Archer, President of the Toronto and Lakeshore Labour Council (CCL).

After an invocation by Bishop Francis Marrocco, Auxiliary Bishop of Toronto, who was representing James Cardinal McGuigan, Archbishop of Toronto,* a

*On succeeding days, the devotions were conducted by the Rt. Rev. F. H. Wilkinson, Anglican Bishop of Toronto; the Rev. James M. Finlay, President, Toronto Conference, the United Church of Canada; and Rabbi Abraham L. Feinberg of Holy Blossom Temple, Toronto.

welcome to the province by Ontario Premier Leslie Frost, and greetings from Toronto's Mayor Nathan Phillips, the gavel was turned over to the Presidents of the two congresses that were amalgamating.

The five provincial Ministers attending were: the Hon. Charles Daley, Ontario; the Hon. Lyle Wicks, British Columbia; the Hon. Raymond Reiersen, Alberta; the Hon. C. C. Williams, Saskatchewan; and the Hon. Charles Ballam, Newfoundland. Cyprien Miron, Director of Quebec's Conciliation and Arbitration Services, represented that province's Minister of Labour.

The Congress Constitution

On the convention's first afternoon, after the opening ceremonies were concluded, the fraternal delegates introduced and the convention committees named, the proposed constitution of the Canadian Labour Congress, drafted by the TLC-CCL Unity Committee, was placed before the delegates.

The draft constitution contained 18 articles with a total of 122 sections. Affiliated unions had submitted 121 resolutions proposing amendments, 37 of them recommending the holding of annual conventions rather than the biennial meetings stipulated in the draft constitution, and 34 wanting a change of the basis of representation at conventions.

In an "Opening Statement of the Unity Committee," read by CCL Secretary-Treasurer Donald MacDonald, the delegates were told that those sections of the draft constitution that reflected the provisions of the merger agreement adopted by both the TLC and the CCL at their 1955 conventions—23 in number—could not be amended or debated.

About two score speakers, mainly from British Columbia and almost unanimously in opposition to the statement, rose to protest. Sample comments: "We should have the right to discuss anything that is presented to the convention; it should be left to the delegates." "It was rumoured before we came here that everything would be cut and dried."

Two CCL members of the Unity Committee then entered the debate. Donald MacDonald explained that the Committee took the view that the convention was convened on the basis of the merger agreement and that "no other body had the right to change a decision of either the TLC or CCL.

"It would be a breach of faith," he continued. "If it were allowed to change one provision it would open the way to changing the whole merger agreement."

C. H. Millard, Canadian Director of the United Steelworkers and a CCL Vice-president, pointed out that the convention, meeting by authority of last year's TLC



—Marcel Ray

Claude Jodoin and A. R. Mosher jointly grasp the gavel to open the convention

Preamble to CLC Constitution

Dedicated to the proposition that Canadian workers as free citizens are entitled to secure and protect their mutual welfare and that of their families by all legitimate means, this autonomous Canadian Labour centre is brought into being.

Inherent in this proposition is the attainment of its economic, social and legislative objectives through the organization of Canadian workers in free trade unions, the promotion and advancement of their interests in all fields of common endeavour by the utilization of their collective strength, abilities and resources.

Founded to contribute to the realization of the legitimate aspirations of those who toil for a living, this organization will not deviate from the pursuit of the cause of peace, freedom and security for all peoples.

It will at all times hold true to the high levels and principles of social justice on which the Labour Movement was founded.

Unalterably opposed to corruption and totalitarian ideologies in all forms, it will utilize every resource at its command to combat these evils wherever they may be found. It will seek to eliminate tyranny, oppression, exploitation, hunger and fear, as well as discrimination on the basis of race, colour, creed or national origin.

With a keen appreciation of the tremendous responsibilities which it has assumed, this organization accepts the challenge of the future to foster and defend the principles of democracy in the economic, social and political life of the nation.

and CCL conventions, was not yet a constitutional body and that the only thing the Unity Committee believed it could do was abide by the terms of the merger agreement "until we become constitutional".

The next three delegates to speak added more words of protest but the fourth, Peter McSheffrey of the Manitoba Provincial Federation of Labour (TLC), appealed to the delegates to be fair to the officers and give them time "to work out the plans and do the work".

At this point A. R. Mosher came to the microphone to stem the rising tide of opposition to the Committee's recommendation.

"I am surprised and discouraged that, after both the TLC and CCL agreed to the terms of merger, delegates would come here and try to disregard the terms to which they had agreed," he declared. "It's like agreeing to a collective agreement and then finding that management was breaking the agreement.

"Had it been proposed that no matter what was agreed to, this convention could

destroy that agreement, I would never have continued on the Unity Committee.

"And I do not intend to sit in on a convention that would change the terms of the agreement that you previously agreed upon," he shouted.

A motion by a B.C. delegate to refer the statement back to the Committee for further consideration was defeated and the Committee's statement subsequently approved overwhelmingly.

During the clause-by-clause approval of the draft constitution, the Committee introduced six amendments, some of which it said emanated from the resolutions submitted to the convention. All were adopted.

One amendment deleted the pledge of allegiance to the Crown from the oath taken by candidates for election. It was approved without comment.

(The next day, after a Toronto newspaper reported that the pledge had been deleted to ease the entry into the Congress of the CCCL and to obviate difficulties for United States citizens who hold office in Canadian unions, an explanation was offered by W. J. Smith, President of the Canadian Brotherhood of Railway Employees.

(The pledge was deleted, he said, because it was considered in principle to be wrong because it contained an implication that the Congress would elect officers who were disloyal, whereas "the loyalty of responsible labour groups was well established".)

The clause in the constitution that would have barred from sitting as a delegate to a convention "any person espousing communism, fascism, or totalitarianism" was denounced by many delegates. The tenor of their remarks was that the Congress could not dictate to a local the choice of its delegate.

William Sefton, Steelworkers delegate from Toronto, suggested that such persons be seated and "when the report of their gymnastics gets back to the local, maybe that local won't elect them again".

The clause was then referred back to the Committee and, on the convention's final day, Mr. MacDonald moved that the clause be deleted; the delegates adopted the recommendation.

A flurry of discussion arose over the clause designed to prevent plumping multi-candidate elections; a motion to refer back was made and defeated.

Some exception was taken to a section that would have put the appointment, compensation and direction of organizers and representatives in the hands of the President alone. Some delegates suggested that hiring and rates of pay of organizers

should be made the responsibility of the Executive Council. Referred back to the Committee for further consideration, the section was amended, on the final day, to provide that the President shall appoint the organizers and representatives "after consultation with the Executive Committee". TLC Secretary-Treasurer Gordon Cushing explained that the organizers meet once a year, usually at convention time, with Congress officers to discuss salaries, "just as we negotiate with employers".

A long argument was caused by the clause setting the President's salary at \$14,000 a year, plus expenses. Some delegates declared that sum was not enough, pointing out that "for small salaries you get small men" and that "if we want a man who can negotiate on a par with big businessmen, we must pay him on a par". Opponents expressed alarm at the "dangerous trend" to match labour officials' salaries with those of management and predicted that the \$14,000 salary would in a few years rise to \$30,000. An overwhelming majority, however, approved the section without change.

The constitution provides for three executive officers, President, Executive Vice-president and Secretary-Treasurer, and 13 Vice-presidents elected on a regional basis, two from British Columbia, the Prairie Provinces and the Atlantic Provinces, three from Quebec and four from Ontario. These officers comprise the Executive Council, "the governing body of the Congress between conventions," which is to meet at least three times a year.

The three executive officers comprise the Executive Committee.

To function in a consultative and advisory capacity, a General Board is created by the Constitution; it comprises the Executive Council plus one principal Canadian officer or representative of each affiliated organization. It is to meet at least once in the years between conventions.

Existing jurisdictions are retained and established bargaining relationships are to be respected. Complaints of violations of an affiliate's jurisdiction by another affiliate are to be referred to the President, who will attempt to settle the dispute by voluntary agreement between the two warring parties. If he fails, the matter will be turned over to the Executive Council and, if its decision is ignored, to the next convention for "appropriate" action.

TLC and CCL provincial federations and local councils are given two years to effect mergers.

Communist-dominated unions are barred from membership in the Congress, although Communists named as delegates by

OBITUARY

The 83-year-old Trades and Labour Congress of Canada passed away on Saturday, April 21. It was voted out of existence by close to 600 delegates to a special convention—the TLC's 71st—that had to be called to dispose of the organization's assets.

Born in 1873, at the time of its passing the TLC represented 640,000 Canadian workers. Bequeathed to the new Canadian Labour Congress was an estate valued at \$253,442.98.

member-unions are permitted to attend conventions as the result of the deletion, described earlier, of a clause that would have refused their admittance.

Per capita tax established by the constitution is 7 cents per member per month from each national or international union, 75 cents per member per month from directly-chartered unions, \$25 annually from provincial federations and 2 cents per delegate per month from local labour councils.

Five cents of the per capita tax paid on members of directly-chartered unions is to be set aside in a defence fund administered by the Executive Committee.

Claude Jodoin

Soon after the Canadian Labour Congress became a legal entity with the adoption of its constitution, President Claude Jodoin made his initial presidential address. In it he extended a welcome to other "legitimate" trade unions to join the CLC, outlined the major objectives of the new organization, hinted at a stepped-up organizing campaign and declared that the Congress would not abuse its power.

The CLC recognizes that there are "certain other labour organizations that we believe to be quite legitimate," he said, and "we look forward to the day when they will join us".

The major objectives of the Congress enumerated by Mr. Jodoin were:—

1. Attainment of a comprehensive program of health care.
2. Elimination of weaknesses in present social legislation.
3. Establishment of a national industrial pension plan to which all employers and their employees would contribute.
4. Attainment of a national labour code.
5. Gaining of full employment.
6. Avoidance of any unfortunate results from the introduction of automation.

7. More general support of the Colombo Plans and United Nations assistance schemes.

He also reiterated the CLC's opposition to compulsory arbitration and promised full support to affiliates in their collective bargaining programs and to the International Confederation of Free Trade Unions in its efforts to spread union organization to underdeveloped countries.

Concerning the health program sought by the Congress, Mr. Jodoin admitted that it was an ambitious program that would be costly. But, he pointed out, "there must be co-operation between federal and provincial governments. Care must be taken, however, to see that this divided jurisdiction is not made an unnecessary excuse for further delays."

On social legislation, the CLC President said unemployment insurance, workmen's compensation, old age pensions and family allowances, among others, were "steps in the right direction". But in many respects they "fall short of the need," he stated.

A serious weakness in the pension plans that have come into being through collective bargaining is that "workers cannot be expected to always remain in the employment of a single company, and when they change their employment they usually lose their pension benefits," Mr. Jodoin said. The answer, he said, is a national industrial pension plan.

A national labour code would bring about a greater measure of uniformity across the country, he asserted.

"Full employment must always be a prime objective of our movement," Mr. Jodoin continued. He derided the use of the phrase "normal unemployment".

On automation he said:

We feel confident that automation can make a very great contribution towards an increased standard of living, but it can also bring suffering and disaster to some individuals. Our organization must remain alert to this danger and be prepared to work co-operatively with management and government to avert any unfortunate results that might develop.

The Congress cannot concern itself only with affairs within Canada's boundaries, the President told the convention. "We of the democratic world have a responsibility to share our plenty with those who now live under less fortunate conditions, under conditions all too often of near-starvation," he declared.

The CLC will use "every effort in our command" to prevent anyone being deprived of the right to strike, he promised.

The Congress can accomplish its "ambitious" program, Mr. Jodoin told the

delegates, by keeping the organization strong, by extending "the benefit of organization to the many hundreds of thousands of Canadian workers" not now organized, and by intensifying the CLC educational program "so that our members will become still better union members and better citizens".

In response to comments on the size and significance of the new Congress, its first President said:

We are well aware of our responsibilities and there will be no abuse of the power which comes from the welding together of more than a million men and women. We recognize that our first responsibility is to our membership and, in that respect, the needs and desires of the union people of Canada are no different to those of other workers. We hope to use our position for the benefit of all.

Concluding his remarks, the President said: "We believe in democracy and democratic institutions. It is our firm resolve to do everything possible to make our democracy work for Canada. We are going forward in the hope that everything we do, everything we advocate, and every gain we make will help to develop a better Canada, a greater participation of all Canadians in the economic, social and political affairs of Canada, and eventually create in this country of ours the finest conditions in which people can work and live."

Rt. Hon. Louis S. St. Laurent

"It is a good thing for Canada that organized labour should be united in a congress such as this," Prime Minister St. Laurent told the convention. He thought it "desirable that organization should spread among more of the workers of Canada".

This was the first time a Prime Minister had addressed a national labour convention since Sir Wilfrid Laurier spoke at the 16th convention of the TLC in Ottawa in 1900.

Noting that workers "have always been able to make your several voices heard" and that on public issues they were not often out of harmony, the Prime Minister listed several reasons why one federation should be a good thing for the members as well as for the nation.

"In the first place," he pointed out, "you should be better able to settle your own problems among yourselves and to avoid any waste of time or energy over jurisdictional disputes. Secondly, I think that the more broadly you are based, the more



—Marcel Ray

Prime Minister Louis S. St. Laurent welcomed to the platform by the co-chairmen

your members of different avocations will take into account each other's problems and interests, and consequently the greater sense of social interdependence there should be in what your constituent unions will seek to do."

Mr. St. Laurent warned that "a big union, in an important sector of the economy, has tremendous power at its command" and urged that in using this power it should consider "the consequences of its actions upon the many others whom they will affect".

"You look to bigness, I am sure, to bring solidarity," he said. "Let us also look to it to bring harmony and stability."

In labour's search for unity within diversity, the Prime Minister saw a parallel with the growth of the Canadian nation; but he also emphasized that while bigness in our society seems, on balance, to have brought results, there is, however, "the need to take the range of its power into account".

Mr. St. Laurent devoted a large portion of his address to a review of the progress made in recent years in the pursuit of two objectives: the creation of a maximum of social security and of economic stability.

He described succinctly the various social measures, such as unemployment insurance, family allowances, veterans program and old age pensions, introduced in recent years.

There remains one further major installment of social security now in process, he said: health insurance.

"We consider that the introduction of such a program, however, represents such a difficult, important and expensive step in social policy," explained the Prime Minister, "that the federal Government should undertake to recommend to Parliament that it assist provinces financially and with technical services if a majority of the provincial governments, representing a majority of the Canadian people, decide to go ahead with them."

While referring to social measures, the Prime Minister reminded the delegates that the present program costs money and that this money has to be obtained through taxes. He pointed out that the present federal services now require nearly one-quarter of all federal tax revenues.

"As long as our defence expenditures have to be continued at their present high level, it may be that we will have to rely on higher yields from present tax rates rather than on any increase in those rates to secure additional revenues for social security services," he suggested.

Turning to the goal of economic stability, Mr. St. Laurent assured the convention that "all our economic policies are aimed at maintaining our prosperity, developing our resources and our markets, maintaining employment and incomes, and

doing what is possible to promote the improvement of our productivity and the real value of our earnings”.

He added that Canadians do not have and do not want the kind of society in which the government controls the economic system.

“We do not order workers or investors to do this or not to do that,” he said. “Our economic stability and our prosperity depend primarily upon the decisions of workers, farmers, managers, investors—all the multitude of people who take an active part in our economy.”

In closing, the Prime Minister assured the convention that if there is an adverse change of pace in the economy, “the Government will act as it has acted in the past and will promote such joint co-operative action as the circumstances may require”.

Mr. St. Laurent was introduced by A. R. Mosher, President of the CCL, and thanked by Claude Jodoin, President of the TLC.

Hon. Milton F. Gregg

The establishment of a national health insurance plan has been hampered by economic and constitutional difficulties, said the Hon. Milton F. Gregg, Minister of Labour, in his address to the convention. But he was convinced, he went on, that “our increasing national productivity has brought us to the stage where we can make substantial progress” in the matter.

The Minister referred to recent changes in the Unemployment Insurance Act, and to measures taken to remedy in part “unintentional defects in the amendments. Further rectifications may yet be necessary,” he added.

In spite of shortcomings, and not infrequent failure of the bargaining parties to see each other's point of view, “there can be no doubt that collective bargaining has become a vital bulwark of our democratic life. Because I believe that it should help to preserve and strengthen that bulwark I welcome the amalgamation of your two great congresses,” said Mr. Gregg.

He expressed pleasure at the general response throughout the country to the appeal for efforts to increase employment during the winter months.

“We are in the midst of an important period of development in our economy. You have shown your desire to work towards a better life for the whole Canadian people, and to join with and help your fellow workers in other parts of the free world. I know that effort will be continued after amalgamation,” the Minister said.

Fraternal Delegates

George Meany

“Let there be no misunderstanding; this organization is a free independent trade union centre for Canada,” said President George Meany of the AFL-CIO, that body's fraternal delegate to the convention. In order, he said, to prevent any possible chance of misunderstanding, he announced two decisions of the AFL-CIO Executive Council that lent support to that declaration.

In a mail vote, the Council had voted unanimously, he reported, to (1) request AFL-CIO federal unions in Canada to affiliate with the Canadian Labour Congress or surrender their AFL-CIO charters and take out CLC charters, and (2) terminate AFL-CIO organization activities in Canada and allot its organizers to their proper international unions or allow them to be assimilated in the CLC.

(Federal unions in Canada chartered directly by the AFL-CIO number 57, with a membership of about 6,000.)

Mr. Meany said the decision was taken in response to a request from “your officers”.

“A national trade union centre has an important job: it must be the voice of labour, expressing the ideals and aspirations of all those who work for wages and their voice on all questions affecting the general welfare of the worker,” he said.

One part of a national labour organization's job mentioned by the AFL-CIO President was to “see that the wage-earner gets a fair share. The economic system that prevails in Canada and the United States depends on all segments of the population getting a fair share of the wealth produced,” he declared.

Mr. Meany said the ability to produce in great quantity does not guarantee a stable economy, citing as an example the Depression, when “without question the ability to produce was at its highest up to that time”. The ability to produce means nothing without the power to consume, he went on, and that power comes “from the pay envelope of the worker”.

When the workers' living standards rise, he said, they rise for the whole community and part of a national trade union centre's task was “to keep up the advance”.

Pointing to the comments in the United States at the time of the AFL-CIO merger that its purpose was to create a power bloc to run the country, an allegation he denied, Mr. Meany told the delegates that with unity they must assume greater responsibilities as citizens. The greater power



—Marcel Ray

Proof that his suit carries a union label is offered by the Hon. Milton F. Gregg, Minister of Labour, to Jacob Clayman (left), Director of Organization, and Sol Spivak, Canadian representative, of the Amalgamated Clothing Workers of America. At the right is ACWA Business Agent Harry Rose, who manned the union's exhibit.

arising from the merger must not be used for the advantage of any particular person or group, he warned.

"There cannot be a system under which one segment makes its progress at the expense of another segment of the population. Labour cannot set its sights on a road that means progress at the expense of the rest of the population," he stated.

"No one has a greater stake in the democratic system than the trade union movement," Mr. Meany continued. "Only under free democratic conditions can we improve our conditions."

The AFL-CIO President then launched an attack on dictatorships, singling out the "brutal and reactionary" Communist regime in the Soviet Union. He pointed out that for labour in North America to protect the interests of the wage-earners there must be freedom in every part of the world. "Under a dictatorship there can be no free trade union movement," he reminded the convention.

The AFL-CIO expects to continue its co-operation with Canadian labour in the International Confederation of Free Trade Unions, he said. "We expect to continue the work of bringing the message of free trade unionism to workers in all parts of the world, even to those behind the Iron Curtain," Mr. Meany declared.

"I'm sure the Canadian Labour Congress is going to do a real job for the workers," he concluded. "Canada is moving forward and Canada needs a good, sound, solid trade union movement so that everybody can share in the progress and good things to come."

The AFL-CIO President, who was introduced by Mr. Mosher and thanked by Mr. Jodoin, received a standing ovation both before and after he spoke.

Charles J. Geddes

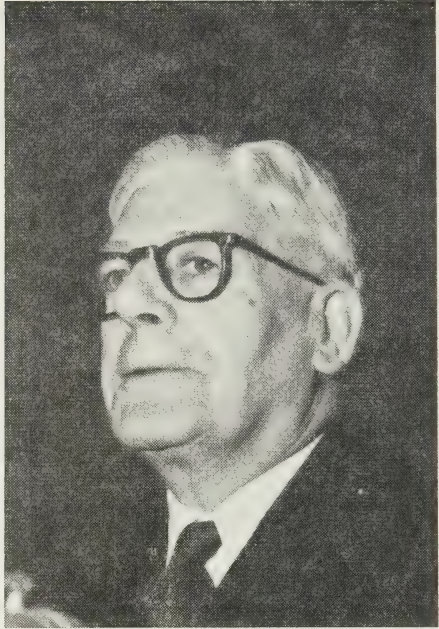
Charles J. Geddes, CBE, immediate past president of the British Trades Union Congress, and Chairman of the European Regional Committee of the International Confederation of Free Trade Unions, was the fraternal delegate from both groups.

One thing about Canada that particularly intrigued him, Mr. Geddes told the convention, was the difference in treatment accorded government workers in Canada and Britain in the field of collective bargaining.

"In Britain," he said, "where the administration is often called Victorian-minded, civil servants have enjoyed bargaining rights for over 50 years, while in Canada



George Meany
AFL-CIO Fraternal Delegate



Charles J. Geddes
Represents both TUC and ICITU

—a land that is called young and progressive—the Government has not yet extended collective bargaining privileges to its employees.”

Speaking of the ICFTU, Mr. Geddes said its work “is more important than any other task in the international trade union movement”. He complimented Canadian labour for its contributions to the group, “not only in money, but in ideas. Convictions,” he stressed, “cannot be bought.”

Mr. Geddes felt that Canada’s contribution probably is not surpassed by any national labour organization, when the comparison is based on size.

Mr. Geddes told the convention that large labour organizations had their responsibilities as well as their rights in the lands where they operate, and noted that “workers are more frequently reminded of their responsibilities than of their rights”. He indicated that he felt more should be heard of the rights of workmen, “since they contribute in no small measure to the prosperity of the country”.

Election of Officers

The terms of the TLC-CCL merger agreement (L.G., July 1955, p. 763) specified that initially TLC unions would elect the President, Executive Vice-president and seven of the thirteen Vice-presidents, and CCL unions would elect the Secretary-Treasurer and the remaining six Vice-presidents. Accordingly, on the fourth day of the convention, the TLC delegates met in the morning and the CCL delegates in the afternoon for the holding of elections.

Positions Allotted to TLC

Ballotting was required to fill only three of the positions allotted to the TLC; all other seats were filled by acclamation.

The TLC’s President Emeritus, Percy Bengough, was named an Honorary President of the CLC; Claude Jodoin was elected to be the first President of the new Congress; and the TLC’s Secretary-Treasurer, Gordon Cushing, was chosen to be Executive Vice-president. Also elected by acclamation were James A. Whitebone, Vice-president for the Atlantic Provinces, and George P. Schollie and Roger Provost, Vice-presidents for Quebec. Mr. Provost, a





Executive Council of Canadian Labour Congress Elected at Founding Convention

—Marcel Ray

Seated (left to right): James A. Whitebone and Fred C. Nicoll, Vice-Presidents, Atlantic Provinces; Gordon G. Cushing, Executive Vice-President; President Claude Jodoin; Donald MacDonald, Secretary-Treasurer; Honorary President A. R. Mosher; and Joe Morris and A. M. Morrison, Vice-Presidents, British Columbia. Standing (left to right): George Schollie, Roger Provost and Hugue Plamondon, Vice-Presidents, Quebec; William Jenoves, Andrew Cooper, George Burt and C. H. Millard, Vice-Presidents, Ontario; and Donovan Swailes and Neil Reimer, Vice-Presidents, Prairie Provinces. Honorary President Percy R. Bengough was unable to attend the convention.

PLATFORM OF PRINCIPLES

The final act of the convention, performed immediately before adjournment at 6:00 p.m. Friday, April 27, was the unanimous adoption of a Platform of Principles. The full text follows:

1. Full employment, at the highest possible standard of living.

2. Amendments to the British North America Act to make possible uniform labour and social legislation throughout Canada.

3. A National Labour Relations Act covering all workers, whether employed by Governments or by private industry, and providing for union security and the checkoff.

4. Abolition of child labour.

5. Equal pay for equal work for men and women.

6. A national legal minimum wage of \$1 an hour.

7. A national Forty Hour Week Act.

8. A national Fair Wage Act providing for union wages and conditions in all Government work and services and on all Government contracts, direct and indirect.

9. A national Vacation and Holiday Act, providing for a minimum of two weeks' vacation with pay and a minimum of eight statutory holidays.

10. Prohibition of injunctions in labour disputes.

11. A comprehensive national social security system, with adequate benefits, covering unemployment insurance, family allowances, old age pensions at 65 for men and 60 for women without means test, industrial pensions, health insurance with sickness cash benefits, mothers' and widows' allowances.

12. A Dominion-provincial public assistance system to cover those not covered by social insurance.

13. Public ownership of public utilities.

14. Nationalization of banking and credit.

15. Maintenance of the Canadian Broadcasting Corporation to control all radio and television and to operate the main stations and all the networks.

16. Adequate representation for Labour on all Government Boards and Commissions dealing with Labour's interests, and Labour representation on the Boards of all public enterprises.

17. Full support for producers' and consumers' co-operatives and credit unions.

18. Taxation based on ability to pay; higher taxes on big incomes, higher exemptions for small incomes, higher corporation taxes and succession duties, abolition of the sales tax.

19. Full support of co-operative, limited dividend and subsidized low-rental housing; low down payments, low interest

rates and long amortization for owned homes; slum clearance.

20. Planned immigration for full employment and a higher standard of living with an Immigration Advisory Committee of representatives of Labour, management, welfare and Government to keep the Immigration Act, regulations, policy and administration under constant review and recommend necessary changes.

21. Conservation and development of natural resources for the benefit of the people, with the fullest possible processing of raw materials in Canada.

22. Maximum international trade, with proper protection for Canadian living standards.

23. National control of air transportation and all forms of long-haul land transportation; reservation of coastal and inter-coastal trade for Canadian vessels, Canadian built; an adequate merchant fleet.

24. Abolition of all non-elected legislative bodies; universal suffrage in national, provincial and municipal elections; representation by population, to end the present under-representation of urban workers; advance polls for those unable to be home on election day; voting facilities for the sick and disabled.

25. Amendment of the British North America Act to add to the Constitution a Bill of Rights prohibiting discrimination on grounds of race, colour or creed, and guaranteeing freedom of worship, freedom of speech, freedom of the press and other means of communication, freedom of assembly, freedom of association and organization, freedom from arbitrary arrest, and other civil liberties.

26. Free compulsory education, with full provincial autonomy, but with national aid for all grades from primary school to university, and a system of national scholarships and bursaries.

27. Full support of the United Nations, the International Labour Organization, the World Health Organization, the Food and Agriculture Organization and similar international bodies, and for the Colombo Plan, U.N. Technical Assistance, a Special United Nations Fund for World Economic Development and similar efforts to raise living standards and preserve and strengthen peace.

28. Full support of the International Confederation of Free Trade Unions and its Regional Organizations.

29. Unrelenting opposition to all forms of totalitarianism.

Vice-president and Canadian Director of the United Textile Workers of America, had not previously held office in a national federation.

Four candidates were nominated for the two vice-presidencies for Ontario: incumbent William Jenoves; Andrew Cooper,

Canadian representative of the United Brotherhood of Carpenters; W. A. Acton, also a member of the Carpenters; and Charles Menefy, of the Malton lodge of the International Association of Machinists. Only one ballot was needed to elect Mr. Jenoves (521 votes) and Mr. Cooper (344).

Votes gained by the two defeated candidates were: Acton, 256; Menefy, 95.

An upset was registered in a two-way contest for the vice-presidency for the Prairie Provinces. Donovan Swailes, President of the Manitoba Provincial Federation of Labour, defeated incumbent Carl Berg, MBE, a TLC Vice-president since 1943, by a vote of 320 to 289.

Three ballots were required to determine the Vice-president for British Columbia. Four candidates were nominated: W. M. Black of the Vancouver Hospital Employees' Federal Union; H. L. Hansen of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers; George Johnston of the Vancouver, New Westminster and District Trades and Labour Council; and A. M. Morrison, International Brotherhood of Electrical Workers.

Results of the first ballot were: Morrison 174, Black 158, Johnston 157 and Hansen 108; of the second ballot: Morrison 223, Black 196 and Johnston 157; final ballot: Morrison 285, Black 260.

The TLC elections were conducted by A. F. MacArthur, President of the Ontario Provincial Federation of Labour.

Positions Allotted to CCL

All but one of the positions allotted to the CCL were filled by acclamation.

The CCL's first and only President, A. R. Mosher, was unanimously named an Honorary President of the CLC.

CCL Secretary-Treasurer Donald MacDonald faced no opposition for the secretary-treasurership of the new Congress. Also elected by acclamation were the Vice-president for British Columbia, Joe Morris, President of B.C. District Council No. 1, International Woodworkers of America; the Vice-president for the Prairie Provinces, Neil Reimer, Canadian Director of the Oil, Chemical and Atomic Workers International Union; the two Vice-presidents for Ontario, George Burt, Canadian Director of the United Auto Workers, and C. H. Millard, Canadian Director of the United Steelworkers; and the Vice-president for Quebec, Miss Huguette Plamondon, President of the Montreal Labour Council.

Two candidates were nominated for the vice-presidency for the Atlantic Provinces: Dan Mackay of the Steelworkers and Fred Nicoll, CBRE representative in the Maritimes. Results of the voting: Nicoll, 603; Mackay, 225.

The CCL elections were conducted by Mr. Mosher.

Economic Policy

"Canadian labour wants full employment at the highest possible standard of living," the CLC declared in a "Statement of Economic Policy" adopted on the convention's last day. The statement was drafted by a committee headed by Roger Provost, newly-elected Vice-president.

And the standard of living should continue to rise, the statement added.

Pointing out that, "at the peak of the greatest business boom this country has ever had," there were 85 per cent more persons without jobs than three years ago, the statement said there were enough unmet needs in Canada to provide full production, full employment and steadily rising standards of living if more buying power were put into the hands of the people. It then listed 12 ways in which buying power could be raised:

1. By pressing for higher wages. Wage reductions curtail markets and production and employment. Wage increases expand markets, production and employment. Where depressed industries can show that increased wages cannot be met, they must, at least, be held at present levels.

2. By reducing working hours and maintaining take-home pay to spread available employment.

3. By increasing unemployment insurance benefits, establishing higher benefit categories, eliminating non-compensable days, reducing or eliminating the waiting period, and otherwise liberalizing the Act.

4. By providing, out of Consolidated Revenue, extended benefits for those who have exhausted their benefits under the Act but are still unemployed and by establishing a nation-wide public assistance plan to provide for unemployed workers not covered by unemployment insurance, and their families.

5. By increasing old age security benefits and family allowances, and providing cash benefits to maintain income during illness.

6. By raising personal income tax exemptions, imposing a capital gains tax, repealing the tax exemptions for dividend income, and reducing the sales tax with a view to abolishing it as soon as possible.

7. By a public investment program, federal, provincial and municipal, housing, schools, hospitals, roads, conservation and so forth.

8. By increased efforts to promote exports, through special trade missions, trade agreements with specific countries, and the lowering of barriers to international trade generally.

9. By a planned immigration policy, based on the country's capacity to absorb immigrants in an expanding economy, without lowering the standard of living.

10. By adequate measures to maintain and increase farm purchasing power.

11. By a substantial increase in Canada's contributions to the Colombo Plan and United Nations' Technical Assistance, and by pressing for an International Development Fund under United Nations.

STRUCTURE OF THE CANADIAN LABOUR CONGRESS

The biennial convention is the top policy-making body.

The executive officers—President, Executive Vice-president and Secretary-Treasurer—administer and interpret policy.

The Executive Council—executive officers plus 13 Vice-presidents—is the governing body between conventions; it meets at least three times a year.

The General Board—Executive Council plus one representative of each national and international union—is advisory only, meets biennially between conventions.

Honorary Presidents serve as consultants and advisers.

Administrative Departments.—There are now eight Congress Departments, each headed by a Director: Organization (Joseph MacKenzie), Legislation and Government Employees (Leslie E. Wismer), Research (Dr. Eugene Forsey), Education (Max Swerdlow), International Affairs (to be named), Provincial Federations and Local Labour Councils (Thomas B. Ward), Political Education (Howard Conquer-good) and Public Relations (Jack Williams).

12. By special measures to help depressed industries to get on their feet, and to help depressed areas, either by bringing industry to such areas or by helping workers to move to places where work is available.

The statement acknowledged that all these measures could not be put into effect immediately or simultaneously but warned that, with the effects of automation just beginning to be felt, government, industry and labour must act, vigorously and now.

The only dissenting speaker was Sam Jenkins of the British Columbia Marine Workers and Boilermakers' Industrial Union, who complained that the statement failed to protect the exploitation of natural resources. As an example he cited the export of natural gas to San Francisco, "where it is sold at a cheaper price than to British Columbia industries".

Other resolutions under the heading "Economic Policy"—

Urged the Government to arrange for a greater public works program to provide for "more continuous" employment throughout the year and to make sure that plants engaged on government contracts have sufficient orders on hand to enable them to maintain full employment during the winter months.

Criticized the Government for its attitude towards assistance to unemployed employables and urged it to speed its efforts to come to agreement with the provinces on unemployment assistance.

Automation

The Government should call a conference to plan the introduction of automation to ensure that its benefits will be enjoyed by everyone. Representatives of government, management and labour should be invited, declared a resolution—a substitute for three others—adopted by the convention.

Specifically, the resolution stated, the meeting should make plans to:

1. Introduce the guaranteed annual wage, or other forms of regular and rising income, without which automation will break down;

2. Shorten the work-week without loss of take-home pay as fast as the increased productivity makes possible, and as the maintenance of full employment makes necessary;

3. Maintain general full employment, so that workers displaced from one job or one industry will have others to go to;

4. Provide severance pay for displaced workers;

5. Provide re-training for displaced workers whenever possible;

6. Direct the location of industry so as to avoid ghost-towns or distressed areas; or, where this is not possible, to assist the movement of workers from such areas to areas of full and expanding employment;

7. Lower the qualifying age for Old Age Security payments, and to raise the benefits, so as to provide for older workers who are displaced and cannot be easily or economically re-trained;

8. Ensure full discussion of the introduction of all automation devices with the unions concerned, so as to reduce dislocation to a minimum;

9. Give young people the necessary basic education to operate and maintain the automated machines;

10. Pay the operators of the new machines wages commensurate with their skill and responsibility and with the necessity for providing purchasing power to buy the products.

Political Education and Action

The political course that the CLC will follow for at least the first two years of its existence, a clever compromise drafted by the resolutions committee headed by Plumbers Organizer Joseph Connolly, was almost unanimously approved after less than an hour of discussion. Only one of the dozen delegates who entered the discussion opposed the twin resolutions and only half a dozen voted against them.

The program of political activity adopted was spelled out in two resolutions sub-

stituted for 29 submitted by affiliated groups. The substitute steered a middle course between the political neutrality of the TLC and the open endorsement of the CCF Party by the CCL. In so doing it piloted the fledgling CLC around what had threatened to be a dangerous obstacle—of the 29 resolutions it replaced, four urged continuance of the former TLC policy and 15 called for continuation of the CCL's.

The compromise plan calls for:—

1. Establishment of a political education committee of representatives of affiliated unions and provincial federations to formulate political education programs to be carried out by the CLC's Political Education Department.

2. Utmost interest in political affairs and continuance of political action, plus additional "appropriate" activities, by all affiliates.

3. Initiation by the political education committee of political discussions with non-CLC unions, farm groups, and with the CCF "or other political parties pledged to support the legislative program" of the Congress. Communist and Fascist-dominated parties were specifically excluded.

The expressed aim of the discussions authorized in the third proposal was the exploration and development of co-ordinated action in the legislative and political field.

The preamble to the first resolution acknowledged that the CCF had "fought consistently for labour's legislative program". It also declared that "the overriding need now is to go forward in a spirit of unity . . . while at the same time ensuring to affiliated organizations maximum freedom of action" in the pursuit of their political objectives.

The preamble to the second pointed out that other organizations that have taken the same "broad humanitarian approach" to political and legislative programs as did the TLC and CCL will be more likely to succeed in achieving their legislative objectives if they work together.

John W. Bruce, 80-year-old Canadian organizer for the Plumbers, led a parade of a dozen speakers who supported the resolution. He said he supported it because it did not commit Congress members to a policy "that may be foreign to their thinking" but gave to every member the right to vote as he pleased.

"If we're going to lay down a political opinion it should be done by taking a referendum," he argued.

W. M. Black of the Vancouver Hospital Employees' Federal Union said the resolu-

tion would develop the political maturity the union members have not had in the past.

Eamon Park, Legislative Director of the United Steelworkers and a former CCF member of the Ontario Legislature, said the second resolution opened up new horizons. "For too long there has been political misalignment in Canada," he said. "There has not been a people's political movement in this country. This is a great new opportunity to go forward to an effective people's political movement."

Doug Hamilton, Vice-president of the Toronto District Trades and Labour Council, called the resolution a victory, not for one side or the other but for the labour movement itself.

Commenting that it was encouraging to hear words of support from speakers who formerly took a neutral position, Bert Gargrave, a Toronto Steelworkers delegate, said the resolution would enable the building of as great a political force as the economic force being built by the merger. "Let's build a political party that will really represent the working people," he urged.

Frank Hall, Canadian Vice-president of the Brotherhood of Railway Clerks, praised the resolution for the way it disposed of a problem "that may have disturbed the equanimity of this new-formed body".

William Mahoney, Assistant Canadian Director of the Steelworkers, declared: "We have to have a party in government committed to the political program of this Congress." He urged unanimous adoption of the resolution committee's substitute resolutions.

But one speaker, Jack Knight of the Textile Workers Union of America, from Dunnville, Ont., expressed opposition to the proposal, charging that it showed signs of domination by the AFL in the United States.

The voting, however, was almost unanimous—only six delegates indicated dissent.

Legislation

The legislation committee, headed by George Johnston of the Vancouver, New Westminster and District Trades and Labour Council, faced a total of 61 resolutions.

Minimum Wages

Seven resolutions on minimum wages were submitted. A substitute for six of them, carried without debate, urged the Government to enact legislation setting a minimum wage of not less than \$1 an hour for male and female workers, and to call a conference of provincial Ministers of Labour for the purpose of establishing the same rate throughout the country.



—Romain Harvey

Huguette Plamondon
First Woman Vice-President

The seventh resolution, urging those provinces east of Manitoba to raise their minimum wage rates as high as those in the western provinces, was referred to the appropriate provincial federations of labour.

Injunctions

A resolution condemning the use of injunctions in labour disputes, and urging the Government to amend the Criminal Code to prohibit their use, was carried. It covered four synonymous resolutions.

Checkoff of Union Dues

Efforts should be continued to persuade the Government to amend the Industrial Relations and Disputes Investigation Act to include provision for the voluntary checkoff of union dues, two resolutions declared.

Compulsory Arbitration

"The Canadian Labour Congress is determined to oppose any legislation, federal or provincial, that would deny the right to strike to any workers, and replace this right with any form of compulsory arbitration," declared a resolution adopted unanimously by the delegates. It substituted for eight others.

In bringing the resolution to the floor, the legislation committee recommended

that delegates urge the members of their unions to let Parliament know (a "post-card campaign" was suggested) of their objections to compulsory arbitration.

Frank Hall, Canadian Vice-President of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and Chairman of the non-operating unions' joint negotiating committee, was one of the dozen delegates who spoke on the resolution.

"If the Government is going to take the responsibility of violating the right to strike," he said, "then the Government must take the responsibility to see that railway workers get adequate wages and fair working conditions. We never get through retroactivity the loss sustained in long conciliation proceedings."

Bill Dodge, Quebec representative of the Canadian Brotherhood of Railway Employees, asserted that some believe that compulsory arbitration is the road to industrial peace but that in Australia, where they have compulsory arbitration, "they have had more labour strife than we have had".

He warned those delegates who acquiesce in compulsory arbitration in "vital" industries that the vital industry "will be the railways today, your turn tomorrow".

Delegate S. Goodman of the Winnipeg Meat Cutters said: "One of the most odious acts of the Government is the imposing of compulsory arbitration on the railway workers. They can wipe out with one stroke of the pen the rights of the Canadian workers. I give notice that we do not intend to, like Gulliver, wake up and find ourselves bound hand and foot. I say to the Government that this act makes it impossible for you any longer to represent the Canadian people."

Charles Millard, Canadian Director of the United Steelworkers, told the delegates:

I want every member's support for this resolution, because this may be of immediate concern to railway workers but a threat to the right to strike has been made by the Government because it is an essential industry; but the Government is infringing on rights of the citizens of this country. Who will be next?

This is a basic fallacy to have someone decide what is in the public interest and begin infringing on the rights of workers. In certain countries, all freedom to strike has been denied. If denied in degree here, what difference exists between our system and those we condemn?

John W. Bruce, Canadian organizer for the Plumbers, added:

This is striking at the basic freedom that our forefathers fought for. When we have legislation to restrict the rights of the workers, you go back to the Tolpuddle Martyrs.

If the Government wants to create a spirit of revolt in the workers of this country, let them proceed with restrictive legislation of this type, and they will have it. I hope that the slogan from this convention will be: "We are going to resist to the death restrictions of the right to strike."

Hours of Work, Holidays

Seven resolutions dealing with hours of work, holidays with pay and statutory pay were submitted to the committee. Three of these, incorporating minor amendments, were submitted to the delegates by the committee and were approved.

The approved resolutions (1) urged the CLC to voice its favour for the six-hour day, five-day work week with no reduction in take home pay; (2) urged the federal Government to institute a federal vacations with pay act, providing for not less than two weeks annual leave with pay for all employees; and (3) continue action that would result in all union members enjoying paid statutory holidays.

Canada Labour Relations Board

Three resolutions on the Canada Labour Relations Board were submitted but one was withdrawn by the sponsoring union. The other two were adopted.

The resolution withdrawn asked that the Congress urge the Government to amend the Industrial Disputes Investigation Act to provide that a new contract negotiated according to this legislation be retroactive to the date on which the old one expired.

Of the two resolutions passed by the delegates, one asked that the Canada Labour Relations Board and Provincial Labour Boards maintain certifications where the union has changed its name because of merger with another union or for any other reason.

The other noted that under the Act, and under the terms of labour relations acts in some of the other provinces, a labour union can be prosecuted for an unfair labour practice by an employer, but a union cannot prosecute an employer for such a practice. The CLC executive was instructed to take all steps necessary to have the federal and provincial Acts amended to remove this handicap.

Equal Pay

Three resolutions on equal pay for equal work were submitted. It was noted that the federal Government had agreed to give equal pay for equal work to federal employees and plans to introduce legislation to provide that women get the same pay as men. The resolutions urged provincial and federal legislation to ensure equal pay for equal work for all Canadian workers, commended the federal Govern-

Two weeks after the CLC's founding convention ended, Honorary President A. R. Mosher, who was the first and only President of the CCL, on May 10 marked his 75th birthday. He is nearing the end of 50 years in the Canadian labour movement.

Vice-president Huguette Plamondon, the first woman to hold national office in Canadian organized labour, is only 30 years old and has been a union member for only 10 years. At 22 she was elected a director of the Montreal Labour Council (CCL) and in 1955 its first woman President. She was re-elected to that position earlier this year.

Vice-president James A. Whitebone told the delegates in his acceptance speech after his re-election that he was first elected to national office at the convention at which the nucleus of the CCL split from the TLC and was happy to be re-elected at the convention at which the split was healed.

Vice-president Donovan Swailes is the first Winnipegger to sit on a national executive in 40 years.

ment for its intention to enact such legislation, and urged that an effective program of education accompany the legislation, together with an adequate investigative procedure, "so that victims of employers who violate the Act can obtain prompt remedies and protection".

One resolution also demanded that the federal legislation provide that equal pay be given for work of "a comparable nature".

Taxation

The legislation committee merged 22 resolutions on income tax into a single resolution, which was approved.

The substitute resolution:—

1. Recommended increases in all the allowable exemptions in computing income taxes, for married persons to \$3,000 and for single persons to \$1,500, and for dependent children to \$500 whether family allowance is being received or not.

2. Requested that the cost of acquisition and maintenance of equipment and protective clothing acquired by workers, or allowances for these, be allowed as a deduction.

3. Recommended that medical, dental, optical and hospital expenses, including the cost of medicines and drugs, be wholly allowed as a deduction.

4. Requested that workers' out-of-town living and travelling expenses be exempt.

Committee on Organization

With more than one million members under its leadership, the convention paved the way, in the closing hours of its five-day meeting, for another quarter million organized workers to join the ranks of the CLC.

The convention first approved a blanket resolution instructing its Executive Council to open negotiations with "all eligible, *bona fide*, democratic unions with a view to bringing these unions into this great Congress in the shortest possible time".

The delegates then adopted three specific resolutions directed at the Canadian and Catholic Confederation of Labour (110,000 members), the United Mine Workers of America (25,000) and the One Big Union (6,000).

Finally, President Jodoin invited the brotherhoods of railway running trades (45,000) to join the ranks of the CLC and extended this invitation to the Communist-dominated unions (60,000) if and when they reject their Communist leadership.

The four special resolutions were put forward by the Committee on Organization, chaired by R. Scott, of the Alberta Federation of Labour.

The resolution affecting the CCCL was the only contentious one and it gave rise to a vigorous debate, cut short when President Jodoin asked that the executive be given enough confidence to allow it to negotiate as to the best way of achieving unity.

The special resolution on the Catholic syndicates, as finally approved with but a dozen dissensions, "welcome the advances made by the CCCL with a view to unification" and instructs the Executive Council "to work out the terms of the affiliation".

The difficulty with the CCCL lies in the section of the constitution that states, in part, that:

...charters or certificates of affiliation shall not be issued to national and international unions, regional and provincial organizations, organizing committees, or directly chartered local unions in conflict with the jurisdiction of affiliated national and international unions or regional and provincial organizations, except with the written consent of such unions...

With many CCCL syndicates duplicating CLC locals, thus giving rise to dualism and potential jurisdictional conflicts, it is feared that this section of the constitution erects an insurmountable barrier to unification through a virtual veto by any local.

The problem was first raised when the constitution was adopted, on the opening day of the convention. Jean-Marie Bédard, Montreal, International Woodworkers of America, pointed out that, under this

clause, the affiliation of the CCCL with the CLC would be almost impossible.

Donald MacDonald, Secretary-Treasurer of the CCL, indicated at that time that a resolution would be brought in later to clarify this point.

When the special resolution on the CCCL was put forward, late Friday afternoon, no delegate spoke to oppose the affiliation of the Catholic syndicates but a number argued that, under the constitution, it would be impossible to admit them on their terms.

A plea to forget petty jealousies and to accept Quebec's 100,000 organized workers was made by Orville Braaten, Vancouver, International Brotherhood of Pulp, Sulphite and Paper Mill Workers. "Once they are in, time will heal jealousies," he said.

Charles Millard, Canadian Director, United Steelworkers of America, pointed out that there is no greater parallel than between his union and the CCL's National Federation of Metalworkers, said he nevertheless would welcome them for the best interest of the respective membership.

Mr. Bédard, who raised the question originally, hailed the CCCL as a dynamic and militant organization. "The CCCL stands foremost in the efforts of organized labour to reduce the wage differential that exists between the provinces of Quebec and Ontario," he said.

"If the CCCL wants to come in, we should let it in as a unit," he urged.

At this stage, President Jodoin pointed out that the Executive Council had already been authorized to initiate discussion with labour organizations outside the Congress.

"I feel that a certain latitude should be given the Executive Council, which represents all affiliates, to continue negotiations with the CCCL," he said.

Suggesting that had the negotiations for the merger of the TLC and the CCL been conducted at a convention, they would still be going on, the President urged that enough confidence be placed in the Executive.

(The day following the convention, the Executive Council named six officials whose mission will be to liaise with the CCCL leadership to negotiate a merger. They are: Claude Jodoin, President; Gordon S. Cushing, Executive Vice-president; Donald MacDonald, Secretary-Treasurer; and the three Vice-presidents for Quebec: Huguette Plamondon, George Schollie and Roger Provost.)

A third special resolution, carried unanimously, accepted the One Big Union's application for affiliation and extended "the hand of friendship and co-operation" to its 6,000 members.

The OBU members, restricted to the Winnipeg area, will endeavour, within the next two years, to secure membership in unions holding jurisdiction in their field.

(On the following day, the Executive Council authorized its President, Executive Vice-president and Secretary-Treasurer, as well as the Vice-presidents for the Prairie Provinces, to meet with the OBU to complete the affiliation.)

During discussion of the organization committee report, President Jodoin expressed the hope that the 45,000 members of the brotherhoods of running trades will join the ranks of the CLC.

He also challenged the 60,000 in Communist-dominated unions to reject their leadership and to return to the Congress. He singled out the United Electrical Workers and the Mine, Mill and Smelter Workers.

Let us make this clear to the miners at Sudbury—and the miners at Trail—let us say it is to the electrical workers in Hamilton and in Peterborough and here in Toronto. Let us say it to the workers anywhere else who are bearing the burden of this yoke: Get rid of your communist leadership and you are welcome in the ranks of labour. It remains for the membership of these organizations to decide what they want to do.

Social Security

In line with its platform of principles calling for a comprehensive national social security system, the CLC adopted an imposing number of resolutions dealing with various aspects of social security.

Ninety-nine resolutions, put forward by organizations within the Congress, were considered by the Social Security Committee chaired by George Home, of the British Columbia Federation of Labour, and, because many of them dealt with the same subject-matter, re-drafted into a single, all-inclusive resolution.

Unemployment insurance and health insurance were the two subjects of major concern in the field of social security and both were the object of comprehensive resolutions, but other matters, such as old age pensions, family allowances, the price of drugs, pensions for the blind, industrial pensions, government annuities and retirement age were also considered by the delegates.

Pressed for time, the convention restricted its debate on most of these matters but left no doubt, in urging the Executive to press for action, as to what it means by a "comprehensive national social security system for Canada".

"Hire the Short Ones, Too"

Industry discriminates against diminutive workers, a five-foot-tall delegate complained at the CLC convention.

During the discussion of a resolution urging the Government to strengthen its efforts to combat discrimination in the hiring of older workers, Syd McCormick of the United Auto Workers, Oshawa, suggested that the resolution be amended to include a mention of "the smaller worker".

He complained that industry, especially heavy industry, discriminates in its hiring policy against the small man. "What do they expect should be done with these little girls and fellows," he asked, "put them in a glue factory?"

Health Insurance

A comprehensive program of health care through a scheme of national health insurance, whether made available by the federal Government alone or by that Government in conjunction with the provinces, is one of the major objectives of the CLC.

A strongly-worded resolution, drafted from 19 submitted on health insurance and adopted unanimously by the Congress, calls for a campaign to press for the establishment of a health plan forthwith.

Envisaged by the convention is a "comprehensive program of health care, including preventive and diagnostic as well as curative and rehabilitative services by physicians, surgeons, dentists and other specialists, hospitals and other agencies".

The Congress endorsed the definition of good health made by the World Health Organization—"a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity"—adding that good health is closely related to good living standards generally.

The 550-word resolution also denounced as ineffective both the traditional method of medical care involving a direct fee-for-service relationship between doctor and patient and the various prepayment medical and hospital care schemes presently in existence.

Debate was cut short by the calling of the question but seven speakers, including Stanley Knowles, MP, an accredited delegate from the Winnipeg Typographical Union, praised the substitute resolution. Mr. Knowles was cheered when he said that "the workers are not asking to be given something for nothing but only what they are entitled to".

"This resolution," he said, "is indicative of the kind of leadership needed in this

country. Under the leadership of this council the people of this country will come to realize that what is needed is covered in this resolution. The people are ready for such proposals and I believe they will make their demands known."

Mr. Knowles added that "the so-called costs represents only a rechanneling of money already spent for health".

W. M. Black, Vancouver Hospital Employees' Federal Union, reminded the delegates that a national health scheme should be paid by all citizens and not brought in at the expense of hospital workers, whose wages are already below those of other workers and who suffer through a lack of fringe benefits. "Hospitals should be manned by union labour working under union conditions," he added.

Earlier, both the Prime Minister and the Minister of Labour in their addresses to the convention had referred to this problem.

"We consider . . . that the federal Government should undertake to recommend to Parliament that it assist provinces financially and with technical services if a majority of the provincial governments, representing a majority of the Canadian people, decide to go ahead" with national health schemes, said Mr. St. Laurent.

Reminding the delegates that satisfactory federal-provincial arrangements are now being sought, Mr. Gregg suggested that "our increasing national productivity has brought us to the stage where we can make substantial progress in this important area of social security".

Unemployment Insurance

A 15-point resolution on unemployment insurance, covering 37 submitted by various affiliated organizations, was unanimously adopted by the Convention.

The resolution declared that the present Unemployment Insurance Act has proved "deficient in its ability to afford adequate protection against unemployment" and that it is now "more difficult for some workers to obtain benefits than previously".

Suggesting that the purpose of the Act "should be to afford the maximum amount of protection against the hazards of unemployment," the resolution suggested 15 sweeping changes in the Act and the regulations pertaining to it:

1. Extension of coverage to classes of workers at present not covered, and more particularly the employees of non-profit-making hospitals and charitable institutions and of municipalities;

2. The restoration of the maximum period of benefit to 51 weeks;

3. An increase in the rate of benefit to establish a minimum of at least two-thirds of former earnings;

4. The elimination of the waiting period;

5. The elimination of present Section 45 (2) and its replacement by a less onerous provision;

6. The extension of the seasonal benefit period to include the month of December;

7. The elimination of the new seasonal regulations affecting seamen and stevedores;

8. The elimination of Section 67 (1) (c) (iv) of the Act and the married women's regulation made thereunder;

9. The elimination of the anomalies in regard to benefit during illness through an amendment which would make benefits available if and as soon as employment was lost due to illness;

10. An examination of the situation regarding workers in receipt of workmen's compensation and indentured apprentices attending school in order to seek ways and means of making contributions while in that status.

11. A modification of the disqualification resulting from unemployment due to a stoppage of work whereby such disqualification would not result if the stoppage is a lockout imposed by an employer, or if the unemployment is due to a refusal to cross a picket line, or if the strike is the result of the failure of an employer to observe a statute affecting conditions of employment or to conform to a collective agreement;

12. Restoration of dependency status for dependents residing outside Canada or the United States;

13. Integration of supplemental unemployment benefit plans with unemployment insurance;

14. Restoration of the Unemployment Insurance Advisory Committee to its status under the Act previous to its amendment;

15. Prohibitions of referrals to struck plants.

Section 45 (2) of the Act, on the use of qualification periods of previous benefit period, was especially singled out by the delegates. F. Fieber, Vancouver, International Woodworkers of America, denounced it as "unworkable and obnoxious". H. Kelly, Windsor, United Automobile Workers, said the auto workers were affected almost immediately this section came into effect and that 700 were cut off from unemployment insurance benefits.

Return to the daily stamp system was urged by L. H. Rosen, Toronto, International Ladies' Garment Workers' Union while Louis Laberge, President of the Montreal Trades and Labour Council, suggested that "rather than a 51-week maximum, we should ask for benefit until the worker returns to work".

Old Age Pensions

The delegates showed concern for the nation's senior citizens through a number of resolutions urging:—

An old-age pension of \$65 per month at age 65 without a means test;

Suitable housing throughout the cities and outlying communities for all old-age pension recipients where such is needed;

Free medical, drugs and dental services to old-age pension recipients;

Payment of the pension to all Canadians qualified for it irrespective of what part of the world they may live in;

Increases in old-age assistance and veteran's pensions and allowances to restore their original purchasing power;

Payment of the old-age pension to veterans in receipt of pensions.

Blind and Disability Pensions

An unspecified increase in the pension paid to the blind and the disabled was recommended by the delegates in order to raise it "to a level which will provide a decent standard of living". The resolution also urged that pensions for the blind and the disabled be paid without a means test and that a special allowance be paid "for guiding and other costs peculiar to blindness".

National Industrial Pension Plan

The establishment of a national industrial pension plan, "to which all employers and their employees can and shall contribute," to provide an adequate pension to all employees upon retirement separate and apart from any old age security payments, was strongly recommended by the convention.

Such a pension plan should be created, the resolution urged, because not all workers can expect to be permanently employed with the same employer until retirement age and because large numbers of workers are not covered by pension plans, making the transfer of pension rights on transfer of employment either very difficult or even impossible.

It would, added the resolution, provide "adequate financial security on retirement for all workers"—one of the goals of the CLC.

Government Annuities

The Congress decided to continue to press for the raising of the ceiling on government annuities from \$1,200 to \$2,400 per annum, because "many workers who are covered by existing wage rates have achieved standards much above this ceiling".

Retirement Age

The CLC went on record "as favouring a policy of voluntary retirement at age 65, with adequate retirement pensions" but refused to sanction a policy requiring CLC officers "to relinquish their positions at the age of 65".

Two identical resolutions, submitted by lodge 550 of the Brotherhood of Railway Carmen of America, Transcona, Man., and the Manitoba Provincial Federation of Labour, recommending the compulsory retirement of "all officials of our unions locally, nationally or of international status," were not considered because "the subject was outside the Congress jurisdiction".

The third resolution, also submitted by lodge 550, limited its effect to CLC officers but was defeated on the recommendation of the Social Security Committee.

Family Allowances

The Congress went on record as favouring an increase in the amounts paid for family allowances "to restore their original purchasing power" but did not specify the size of the increase warranted. It also urged that family allowances be continued "to 20 years of age where children are attending school or college".

Three resolutions submitted by affiliated organizations suggested that these allowances be doubled but the substitute resolution brought forward by the Committee made no recommendation as to the size of the increase.

General

In the field of general social security, the convention also urged the federal and provincial Governments to enact an integrated national Social Security Act to provide "inclusive protection for Canadians, during periods requiring medical, hospitalization, and institutional care, and also for adequate benefits payable to the unemployed, the disabled, the handicapped and our senior citizens".

It also suggested that the federal Government provide "the necessary money for medical research" and urged it to work out an arrangement with the provinces whereby "companies that come under federal legislation be covered by the same inspection and enforcement as provincial companies" in the matter of health, sanitation and safety regulations.

Human Rights

Achievements in the field of human rights and racial discrimination in Canada during the past 10 years were described to the convention, in conjunction with resolutions designed to improve upon the record, by the committee on human rights, headed by President Donovan Swailes of the Manitoba Provincial Federation of Labour.

The committee's report, giving the history of organized labour's fight against

Should Mothers Work?

Restriction of the employment of working mothers was proposed as one possible way to curb juvenile delinquency, in a resolution that was defeated on the recommendation of the resolutions committee. The committee saw no link between working mothers and juvenile delinquency, it explained.

A woman delegate, Mrs. Emily Ross, a Canadian representative of the United Garment Workers of America, agreed with the committee's statement. "If the men helped at home, it would reduce juvenile delinquency," she declared.

Another delegate suggested that equal-pay-for-equal-work laws would soon stop the hiring of women because "the reason women are working is because employers hire them for less money".

racial and religious discrimination since 1946, listed the national, regional and local committees that had contributed to the progress made so far.

Through the work of these committees, a new chapter was opened in the history of legislative enactments in our country. We refer to the passage of Fair Employment Practices Acts and the acceptance of the principle that legislation can play a vital role in eliminating racial and religious discrimination and protecting human rights.

There are now seven Fair Employment Practices Acts in force. These are: the Dominion Act (1953), Nova Scotia (1955), New Brunswick (1956), Ontario (1951), Manitoba (1953), Saskatchewan (1956), British Columbia (1956).

Discrimination in public accommodation is prohibited by Fair Accommodation Practices Acts in Ontario (1954) and Saskatchewan (1956).

Other items include Saskatchewan's Bill of Rights, 1947; prohibition of discrimination based on race, national origin, colour or religion, under the federal Government fair wages policy and in the operation of the National Employment Service; measures outlawing racial restrictive covenants in property deeds in Ontario and Manitoba; prohibition of racial restrictions in insurance, in Ontario; and civic anti-discrimination by-laws in a number of industrial cities.

Commenting on these achievements, the Committee report noted:

The fight for human rights during the past 10 years has been an impressive one indeed, but, in reviewing these achievements, your Committee recognizes that racial and religious discrimination continue to occur in our country. Discrimination in employment

is still prevalent, though it is practiced less blatantly, because of existing FEP legislation.

Housing accommodation, including projects financed with the aid of public funds, is still denied in many instances to members of so-called minority groups.

Some of the discriminatory features of Canada's Immigration Act remain a blot on our basic democratic traditions. Integrating the more than one million immigrants who settled in Canada since the end of the war still presents a challenge to Canadians generally, and the labour movement in particular. Our native Indian and Eskimo population is still being treated as second-class citizens.

Protective legislation has created a favourable climate of opinion to constructively deal with these problems. The job, however, must in the final analysis be done by the people themselves.

Extensive educational programs by government agencies in this field as well as by the Canadian Labour Congress is still a vital necessity if the rights of all Canadians are to be effectively safeguarded. The incoming executive of the CLC as well as all the departments of the Congress can play a truly effective role in this essential work. We recommend they do so.

Resolutions drafted by the committee and adopted by the convention:—

1. Pledged the active support of the CLC to the maintenance and expansion of freedom in Canada and to combat any encroachment of such freedom;

2. Endorsed the Universal Declaration of Human Rights of the United Nations;

3. Promised that the CLC will, by itself and in co-operation with other organizations, press for an amendment to the BNA Act to provide for a Bill of Rights.

Sixteen resolutions was submitted by unions. Those adopted called for:—

The establishment of a Standing Committee on Human Rights, with the necessary financial support to continue its activities. (It will replace the former TLC and CCL committees.)

Amendment of the Canada Fair Employment Practices Act to provide more severe penalties for violations of the Act.

The use by the Government of all possible measures which may influence the South African Government to stop its racial segregation policy.

Appointment of a Citizen's Advisory Committee to the Department of Labour, composed of representatives of labour, management, and community groups, to assist it in setting up an effective educational program so that racial and religious discrimination in employment can be more efficiently eliminated, in accordance with the principles of the Canada FEP Act.

International Affairs

To substitute for eight resolutions on "International Affairs and Peace," a committee headed by Stuart Hodgson, Vice-president of B.C. District Council No. 1, International Woodworkers of America, introduced a lengthy statement headed "International Policy".

In it the Congress—

Regretted the slow progress towards disarmament but welcomed the progress that had been made and urged the Government to continue "unrelentingly" its efforts to secure a disarmament agreement.

Endorsed Western efforts for re-unification of Germany.

Called for a firm international agreement on the abolition of all stocks of, and the prohibition of further manufacture and tests of, atomic and hydrogen weapons.

Urged the Government not to fail in its support of NATO.

Welcomed the advent of "the first democratically-elected Government" in Indonesia and the progress towards self-government in other Asian and African countries.

Deplored the "timidity and short-sightedness of French policy in Algeria, the white supremacy policy of South Africa, the gradual acceptance of the Franco dictatorship by the Western Powers and the continued opposition to the admission of Communist China to the United Nations".

Regretted the "persistent inadequacy of the Canadian contribution to the Colombo Plan" and urged the Government to raise the contribution to the Plan and to the U.N. Technical Assistance scheme to at least \$100 million.

Expressed support of a policy of maximum trade with the Soviet bloc "within the limits imposed by the necessity of denying weapons and strategic materials to aggressors and potential aggressors".

Urged the fullest government support of efforts to maintain the armistice between the Arab nations and Israel. (In a last-minute addition to the statement, the CLC called on the Government for "sympathetic support for Israel's request for defensive armaments".)

Another substitute resolution recorded Congress support of the ICFTU and urged all affiliates to subscribe an additional one cent per capita monthly for ICFTU activities.

Resolutions proposing that all elected or appointed officials of the Congress be Canadian citizens and favouring the encouragement of an exchange of trade

Next Convention Site?

Will the 1958 convention of the CLC be held in Vancouver? The Labour Activities Committee of the British Columbia Centennial Committee would like it to be.

Representative of the B.C. committee distributed to delegates at the founding convention a letter pointing out that "the year 1958 marks 100 years of British Columbia's growth and development... What a year to hold the 1958 convention of the merged Canadian Labour Congress in Vancouver!"

union delegations between Canada and other countries were among those referred to the executive.

Other Resolutions

Of the record total of 458 resolutions submitted by affiliated organizations, the convention dealt with 314, either by taking action on them in the form submitted or on a substitute embodying their intent. The remaining 144 were left to the consideration of the new executive.

Immigration

A three-pronged substitute resolution on immigration was adopted. It called on the Government to: (1) "eliminate those clauses in the Immigration Act that prohibit prospective immigrants from landing in Canada solely on the basis of race, creed and colour; (2) implement an immigration scheme through the Department of Labour and the National Employment Service; and (3) set up an immigration advisory committee with representatives of labour, management, welfare and government "to recommend necessary changes in legislation, administration and policy and to ensure that immigration is planned so as to maintain full employment and protect standard wages and working conditions".

Another resolution urged the Government to assume full responsibility for relief of immigrants who become unemployed before being able to qualify for unemployment insurance benefits.

Housing

A substitute resolution on housing called for a "substantial" reduction in both the down payment and the interest rate on National Housing Act loans, urged CLC affiliates to campaign to get municipal authorities to make use of the Act's subsidized low-rental housing section, and pledged support to co-operative housing

and to efforts to clear slums and eliminate sub-standard housing.

Trans-Canada Pipeline

The distribution of natural gas, and particularly the building of the Trans-Canada pipeline, should be placed under public ownership, the CLC believes. A substitute resolution, urging that the pipeline be built as a public enterprise, condemned the Government for its present pipeline policy and recommended that provincial federations of labour urge the provincial governments to control the price of natural gas and place its distribution under public ownership.

Capital Punishment

Few opposed the resolution on capital punishment, which recorded the CLC's opposition to both capital and corporal punishment.

Most outspoken in favour of retaining the death penalty was H. D. Bastable, Winnipeg delegate from the Brotherhood of Railway Clerks, who asked whether he should be required to pay taxes to provide a murderer "with a free living the rest of his natural life?"

Another Winnipeg delegate answered that argument by declaring: "I'd rather pay enough taxes to keep a man in jail all his life than take a chance that I might be responsible for killing innocent people. Don't forget that innocent people have gone to the gallows—people have been murdered by the law."

Another delegate felt that discussion of capital punishment at the convention was out of order since the matter is scheduled to come before Parliament, and that the latter should have a chance to deal with the matter before the CLC did.

"We should do all in our power to support the judicial system," he said. "Everyone gets a fair trial. Rarely does a murderer get the death sentence. Let's leave the matter in the hands of the judiciary."

Canadian Broadcasting Corporation

In a substitute resolution, the CLC declared its support for the Canadian Broadcasting Corporation's "dominant and controlling position in Canadian radio and television" and its belief that the CBC Board of Governors should remain as the regulatory body of Canadian radio and TV broadcasting.

The resolution also called on the Congress to provide for the continuing existence of a committee on broadcasting composed of representatives of affiliated organizations directly concerned with broadcasting and employment conditions within the industry.

Another resolution commended the CBC for inaugurating free-time political broadcasts on the television network.

Other Resolutions Adopted

The Government was commended for its efforts to induce industry to discontinue discrimination against older workers and urged to continue those efforts "with greater vigour".

That holders of government contracts for construction projects be required to file with the appropriate Department of Labour a copy of their payroll, specifying the number of hours worked at straight time and on overtime and the rates paid, was urged. This would ensure, the resolution pointed out, that the information would reach the fair wages inspector.

Other resolutions urged the federal Government to—

Use only Canadian materials and labour, in so far as possible, in the construction of the St. Lawrence Seaway and all government projects.

Complete the Trans-Canada Highway.

Institute a Bureau of Standards.

Amend the Small Loans Act to limit interest charges on all small loans to a maximum of 1 per cent per month on the unpaid balance.

Make long-term low-interest loans available to fishermen for the purchase of boats.

Resolutions Defeated

On the recommendation of the resolutions committee, two resolutions aimed at a reduction of Canada's butter surplus were defeated.

One resolution urged subsidization of butter; the other proposed a stamp system under which pensioners could purchase butter at the same price at which butter is being exported. Opposition to the committee's recommendation of non-concurrence in the second resolution was answered by the committee secretary, Larry Sefton, who pointed out that the Congress believed that pensioners need a substantial increase in income and that an "elaborate" stamp system and an additional pound of butter wouldn't help.

A resolution urging the federal Government to enact legislation to provide that workers be paid weekly was also defeated.

Referred to Executive

The 144 resolutions that did not reach the floor of the convention were handed to the new executive for attention by a majority vote of the delegates. These resolutions dealt, among others, with the following.

National Labour Code

Resolutions asking for a national labour code were covered by a single resolution asking that the convention call upon Parliament to bring interprovincial industries under a National Labour Code, either by declaring such industries works for the general advantage of Canada (as has been done with grain elevators) or by seeking an amendment to the British North America Act, and that such National Labour Code cover all Government employees, and provide for the check-off of union dues.

Government Employees

Forty of the resolutions not reached concerned government employees. These proposed that the Government—

Grant bargaining rights to civil servants, including conciliation services.

Repeal Sections 54 and 55 of the Industrial Relations and Disputes Investigation Act, which prohibit civil servants from participating in the benefits of the Act. (The sections cover bargaining rights.)

Allow government employees' organizations to be certified as bargaining agents for their membership.

Pay penitentiary custodial officers a wage comparable to that being paid to constables in the forces in larger municipalities, the Royal Canadian Mounted Police, and the Ontario Provincial Police.

Pay prevailing construction rates on all new work.

Pending bargaining status in full being given prevailing-rate employees, establish the hourly rates of prevailing rate employees on the basis of rates paid in organized industries in the appropriate area.

Establish the five-day week for all its employees throughout Canada; establish a five-day week of not more than 40 hours for all operational and prevailing rate employees without loss of take-home pay; establish the 35-hour week for all administrative staff throughout Canada with time and a half for all time worked in excess of the normal work day and double time for all time worked on normal days off and statutory or declared holidays.

Enact legislation that will give all workers employed on a casual basis the same benefits as are in effect for provincial government employees in similar classifications in each province.

Accept the principle that it should contribute, as an employer, to the costs of group-hospital-medical coverage for its employees up to at least 50 per cent, and further that any new plan provide for a service-type contract predicated on the Government's contribution.

STAFF APPOINTMENTS

Appointments to the staff of the Canadian Labour Congress have been announced as follows:—

Regional Director of Education and Organization for the Atlantic Provinces—Henry Harm, former CCL Maritime Regional Director of Organization.

Regional Director of Organization for Quebec—Victor Trudeau, formerly a TLC staff representative.

Regional Director of Education for Quebec—Philippe Vaillancourt, formerly CCL Regional Director of Organization for Quebec.

Regional Director of Organization for Ontario—Russell Harvey, formerly Canadian Director of the AFL.

Regional Director of Education for Ontario—Henry Weisbach, formerly CCL Political Action Director.

Regional Director of Organization for the Prairie Provinces—Henry Rhodes, formerly CCL Organizational Director for Ontario.

Regional Director of Education for Western Canada—Gordon Wilkinson, formerly a TLC staff representative in Calgary.

Regional Director of Organization and Education for British Columbia—Tom Gooderham, formerly a TLC staff representative in Victoria.

Congress representatives—Henry Tomaschuk, Edmonton; Rheel Bastien, Buckingham, Que.; and Jim Kidd, Sudbury.

Base the rate of superannuation on the average salary for the best five years for all civil servants.

Upon the death of a civil servant, pay the dependent 75 per cent of the pension due him, instead of the 50 per cent now being paid.

Increase pensions of its retired employees.

Implement a policy that, where an apprenticeship scheme is not in operation concerning prevailing-rate employees, labourers working in assistance in respect to different trades be classified as trades helpers, with a wage increase according to their ability, and a progressive scheme of promotion to permit them to reach the status of tradesmen.

Compel the Post Office Department to discontinue the use of television cameras, since their use is "an infringement on the democratic rights of employees".

Reinstate the two-a-day mail delivery system in residential districts.

Co-operatives

The preamble to a substitute resolution on co-operatives noted that the co-operative and labour movements in Canada have always supported each other in principle, and that, although all co-operatives are worthy of labour's help, three main types of co-operatives especially merit union support. The three: credit unions, housing co-operatives and co-operative insurance. A resolution on the subject calls for the CLC to affirm its support of the co-operative movement, and urges all affiliated organizations "to extend all possible encouragement and support to co-operatives in order to ensure their strength and growth and the broader distribution and enjoyment of their benefits," and to establish in conjunction with the Co-operative Union of Canada a joint co-ordinating committee to act as a liaison between the two movements.

Merchant Marine

A substitute for seven resolutions from affiliates urged the CLC to seek establishment of a Canadian Merchant Marine and safeguards for the interests of Canadian ships through necessary legislation.

Education

A total of 25 resolutions dealt with various phases of education. They urged that educational systems in Canada be improved along specific lines, especially in the case of trade schools, and that college facilities for tradesmen be provided.

Other Matters

Other resolutions would have—

Denied CLC membership to organizations which have not signed, and refuse to sign, the no-raiding agreement.

Had the CLC devote extra effort to organizing into unions the "millions of Canadian workers" not now organized.

Required the Congress to seek legislation to make insurance companies contribute one per cent of premiums collected in given areas to support fire departments in those areas.

Provided for better handling of Canada's natural resources through Government agencies for the benefit of all Canadians.

Asked all unions to fight against the Quebec Padlock Law.

Kept the Congress out of the disputes in connection with divorce, since this is "a religious and moral issue".

Made all local unions respect picket lines.

Condemned censorship of radio, television, books, newspapers, motion pictures and suggested that the CLC do all in its power to see that good literature is provided and made available to the youth of Canada at all times.

Focused special attention on contractors who sub-contract work to others to avoid paying proper union wages.

Requested federal legislation that would bar all Canadians from holding two or more jobs simultaneously.

Recommended that the Government provide institutions that will supply gainful employment for prisoners, upon their release from jail, until they can be properly re-established in society.

Guaranteed continued Congress co-operation with the principal farm organizations through the Canadian Farm-Labour Economic Council.

Referred a resolution proposing increases in the Crow's Nest Pass rates on grain to the Farm-Labour Economic Council.

Censured the Government for its "apathy" towards the plight of Canada's textile workers and protested "those government policies that have actively contributed to a decline in textile employment".

Called on government and industry to make efforts to expand Canada's trade with all countries, "as far as national security allows"; to process raw materials in Canada; and to aid industries threatened by imports manufactured "by labour at starvation rates".

Recommended job and seniority protection for those elected to public office.

Proposed establishment of a credit system to enable blood donors to obtain free transfusions.

Formation of a farm-labour bloc in Canada was predicted by Joseph Phelps, Chairman of the Canadian Farm-Labour Economic Council, when he addressed the delegates to the convention.

"Let us start at the local and provincial levels and lead up to the national level," he suggested. "The time has come for more than fraternal greetings between the two groups."

Fourth Annual Convention of the Union Label Trades Department

Five-year-old organization will continue as a department of the new Canadian Labour Congress. Executive empowered to add vice-presidents to give representation to any CCL unions who now may become affiliated

The Union Label Trades Department of the Trades and Labour Congress of Canada, which came into being at the TLC's 1952 convention in Winnipeg, will continue as a department of the new Canadian Labour Congress, it was reported at the Department's fourth annual convention, in Toronto on April 21.

"We are now in a position to grow to a greater extent once the merger is effected," outgoing President Nelson Cox told the delegates, who numbered close to a hundred.

To give representation to new affiliates that may join as a result of the merger of the TLC and the Canadian Congress of Labour, the Department's executive was given power to add to the number of vice-presidents. The number of former CCL affiliates who may join the Department was not estimated.

It was also decided to elect the vice-presidents on a regional basis, a practice of long standing in the TLC that has also been adopted by the Canadian Labour Congress.

The discussion on a resolution submitted by the Hamilton Union Label Council brought to light the existence of a misuse of union labels by some retail clothiers. The resolution asked that unions in the clothing and hat-making industries take steps to devise a more permanent and indestructible type of union label. Several delegates reported that, when they were seeking to purchase hats and clothing carrying a union label, the merchant had offered to sew in a label from a supply that he had in the store. One delegate exhibited a necktie of European manufacture on which the retailer, when asked for a tie with a union label, had sewn a label of the Amalgamated Clothing Workers of America.

Jacob Clayman, Director of Organization and Union Label for the ACWA, who was a visitor at the convention, hinted that a lawsuit might be launched against the merchant for improper use of the union's registered label.

In a brief address to the delegates, Mr. Clayman said that the mobilizing of con-

sumers' purchasing power through appeals to buy only union label products was "the secret weapon of trade unionism".

Secretary-Treasurer Thomas B. Ward reported that the Union Label Trades Department now has in affiliation all the directly-chartered unions of the TLC, 22 international or national unions and 16 union label leagues or councils. Per capita tax is being paid on close to 54,000 members.

Nelson Cox, a Vice-president of the Journeymen Barbers International Union of America, who served two terms as President of the Department, did not seek re-election. To succeed him, the convention elected Stan. G. Clair, President of the Windsor Union Label Council, in a two-way contest with Jack Foster, Chairman of the Regina Union Label League.

Six candidates were nominated for the five vice-presidential posts. The five who gained election were: Jack Foster; John H. Reid, Canadian Vice-president of the Bakery and Confectionery Workers' International Union of America; Mrs. Emily Ross, international representative of the United Garment Workers of America; Mrs. Doris E. Dadswell, Secretary of the Toronto Union Label Council; and Mrs. Wanda Cameron, president, Toronto Union Label Council.

All but Mrs. Dadswell were 1955 Vice-presidents; the fifth of last year's Vice-presidents, George Johnston, president, of the Vancouver, New Westminster and District Union Label Trades Council and Vice-president of the Vancouver, New Westminster and District Trades and Labour Council, was defeated.

Secretary-Treasurer Thomas B. Ward was returned to office by acclamation.

Winner of the trophy for the best union label display was the United Garment Workers of America. This year, rather than ask guests to the convention to form the judging committee, the Department appointed as judges four directors of CLC departments. They were: Max Swerdlow, Director of Education; Les Wismer, Director of Legislation and Government Employees; Jack Williams, Director of Public Relations; and Dr. Eugene Forsey, Director of Research.

The Construction Industry in Canada

Construction industry among the most important in the country, last year accounting for about 8 per cent of the nation's total employment. This year, building almost sure to set record, labour shortages likely

The rapid development of Canada's natural resources, the steady growth of its population and increasing industrialization have made construction and the manufacture of construction materials among the most important industries in the country. During 1955, a record year for the industry, employment during the peak period averaged 425,000*—about 8 per cent of total employment in the economy. Expenditure estimates point up even more the significance of the industry: capital and repair expenditures totalled \$5,288,000,000 or 19.9 per cent of the gross national product in 1955.

Plans under way at present, if realized, will provide an even larger volume of new construction in 1956. The strain on manpower and material resources may be a curb to increased construction this year but the total volume of building is almost certain to exceed the record set in 1955.

During 1955, most of the gains in construction were the result of increased housing and institutional building, together with larger government building expenditures, particularly for such projects as the DEW Line and Camp Gagetown. In recent months, however, there has been some change in emphasis in the construction program. A number of large expansion projects in the mining, utilities and manufacturing industries, either in the planning stage or just begun in 1955, are now well under way. The volume of construction work in these fields is expected to be considerably larger this year than last. Repair and maintenance work is continuing at a stable level or showing a slight decline, partly because the rapid rate of new building has put a strain on available manpower and materials.

Employment in the industry reached an all-time high of about 430,000 in August 1955, compared with 390,000 in August 1954 and 409,000 in August 1953, the previous peak. Not only did peak employment increase substantially from 1954 to 1955 but the length of the construction year grew also. In 1954, substantial seasonal reductions in employment began in September, while in 1955 most layoffs did not begin until November. Moreover, the number

registered with the National Employment Service in construction occupations was slightly lower last winter than in the winter of 1954-1955, despite the larger building work force and poor weather conditions in the Prairie and Atlantic regions during a large part of the season.

In spite of the marked increase last year, employment in the industry only partially reflected the rapid increase in the volume of construction, the year-to-year gains being 10 per cent in 1954 and 13 per cent in 1955. Chart 1 shows that while employment and expenditures followed much the same trend from 1947 to 1951, the tendency has been for the trends to diverge since then. Between 1951 and 1955, the volume of construction rose about 38 per cent, while employment increased only 4.5 per cent. There appear to be several reasons for these differences. The proportion of repair and maintenance work, which has a higher labour content than new construction, has declined. Mechanization in the industry has grown, construction methods have improved and contractors have begun using materials requiring less labour. These new methods and materials have been partially responsible for the reduction in working time required for particular projects. The average time required to build a house in 1955, for example, was 6.2 months, the shortest in the post-war period. Labour requirements, therefore, have gradually been shrinking.

The outlook for construction in 1956 is the strongest on record. According to the annual survey of the Department of Trade and Commerce, investment plans for the coming year, if realized, will result in a 19-per-cent increase in the volume of construction. The main stimulus behind this program is the need for new industrial capacity. Most of the anticipated increase is in mining, utilities and government construction and in plant expansion in the chemicals, pulp and paper, iron and steel and other metal-processing industries. Consequently, most of the increase will be in the industrial building and engineering types of construction.

* *Labour Force Survey*, DBS.

Seasonal Variations

The intensity of seasonal fluctuations in construction has made this industry one of the most important contributors to high levels of winter unemployment in Canada. Because of the nature of the industry, it is difficult to measure accurately employment in construction and consequently to ascertain precisely how many people are usually affected by seasonal fluctuations in the industry. One source of employment data, the Labour Force Survey, shows that almost one-third fewer people are employed in the industry in the slack winter months than in the peak summer and fall months. The extent of employment variation from winter to summer, however, varies a good deal each year depending on the buoyancy of the industry, the types of construction work in progress and the severity of weather conditions. Seasonal variation in the engineering sector of the industry is much more extreme than in the building sector.

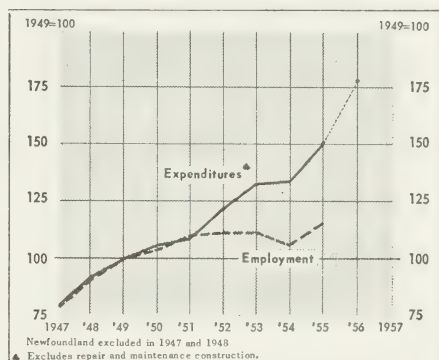
The degree of seasonality differs not only by type of construction work but also from one region of the country to another. This is partly the result of differences in climatic conditions and partly the result of differences in the trend of construction programs characteristic of the different regions.

Seasonal variations are most pronounced in the Atlantic provinces, where for some years a large part of the construction industry has been devoted to engineering work. Seasonal changes are also quite marked in Saskatchewan and Manitoba, because of the severity of the winter. The amplitude of seasonal variation is smaller in Quebec, Alberta, and British Columbia, the smallest being in Ontario.

Seasonal trends in both the Labour Force Survey and the Employment and Payrolls data indicate that the amplitude of seasonal variation in construction employment has been growing during the past five or six years. Together with the increase in the extent of employment variation, there has also been a slight shift toward a later construction season. The spring pick-up in construction employment has been spreading out more gradually during May and June and there has been a tendency for employment to remain near peak levels over a longer period. Seasonal employment declines have not been developing until late in November or early December in recent years.

The federal Government, the construction industry, and other interested agencies have made a concerted effort during the past several years to encourage increased

CHART 1—TRENDS OF EXPENDITURES AND EMPLOYMENT IN CONSTRUCTION IN CANADA 1947-1955



Sources: *Private and Public Investment in Canada, Outlook 1956*. Department of Trade and Commerce. *Labour Force Survey*, Dominion Bureau of Statistics.

winter construction and to time construction work so that it will permit the greatest possible volume of finishing and indoor work during the winter months. The Labour Force Survey shows approximately 315,000 employed in the industry during the first two months of 1956, about 20,000 more than during the same period in 1955 and about the same number as in the winter of 1953, a period during which there was a boom in the industry and weather conditions were ideal for winter construction.

Historical Background

The post-war decade has been one of continuous but uneven growth in the construction industry. Between 1947 and 1955 there have been three periods of intensive expansion in the industry, punctuated by short periods of stability or more moderate growth. The increase in the productive capacity of the industry is demonstrated by the fact that the total volume of new capital construction in 1955 was double that of 1947. Although the labour force attached to the industry has not kept pace with the expansion of capacity, average employment in 1955 was about 47 per cent higher than in 1947.

At the close of hostilities in 1945, the backlog of demand for housing, office buildings, schools, hospitals and plants for the manufacture of consumer goods was tremendous. This provided the stimulus for the first round of rapid expansion in construction. During 1947 and 1948, the volume of new capital construction increased by 19 and 16 per cent respectively

from the previous years. Residential construction and the development of new manufacturing plant capacity were responsible for most of the increase in 1947, but by 1948 the building of hydro-electric stations, hospitals, schools, and institutional facilities was also adding substantially to the construction load. Employment in the industry rose from an average of 228,000 in 1946 to 289,000 in 1948, an increase of about 27 per cent.

During late 1949 and early 1950, the rate of increase of capital investment slackened somewhat because the most urgent post-war demands had been filled. This slackening was short-lived. The Korean crisis brought about the second major post-war round of expansion in 1951 and 1952. During these years increases in investment resulted entirely from defence projects or from the expansion of resource development and defence manufacturing industries. On the other hand, capital expenditures on consumer goods and consumer goods industries were restricted to allow for the greater availability of materials and manpower in the defence industries. Employment in construction showed further substantial increases, although these were not nearly so large as in the immediate post-war years; average employment rose from 331,000 in 1951 to 351,000 in 1952. There were substantial increases in construction, in the mining and utilities industries and in such manufacturing industries as iron and steel, transportation equipment, electronic equipment, chemicals, petroleum refining and non-ferrous metal products.

During 1953, there was some decline in the construction of new manufacturing plants but expansion in mining, housing, trade and other service industries continued. Employment in construction continued to rise during 1953, reaching a peak of 409,000 in August. In 1954, the growth in residential and institutional building continued but there was little over-all change in the volume of capital construction between 1953 and 1954 and employment in the industry declined slightly.

The third round of rapid expansion began in 1955. Sustained demand for new housing and consumer durables, together with the beginning of a large number of resource development projects, led off the current boom in construction activity.

Current Construction Trends

Nearly all sectors of the construction industry appear to have been affected to some degree by the recent large increases in capital investment. Employment gains in 1955, however, were relatively larger in

the construction of highways, bridges and streets and in other heavy engineering construction than in the plant expansion sector. Engineering contracts awarded in 1955 were more than double those in 1954 and amounted to about 26 per cent of total contracts awarded for the year. The increase in this type of building resulted from a substantial increase in land development and servicing for building lots, as well as from such large projects as the St. Lawrence Seaway, the opening of the Blind River uranium ore properties, the DEW Line of radar warning stations, the Chibougamau railway lines, Camp Gagetown, hydro-electric and aluminum expansion at Kitamat and at Baie Comeau, the Bersimis hydro-electric development and the trans-mountain gas pipe line from the Peace River district to Vancouver. Work on all these projects will accelerate during 1956.

Increases in the industrial sector have been almost as great as in engineering. Heavy demand for most basic materials is leading to expansion of capacity in the iron and steel, chemicals, aluminum and other metal industries and in the non-metallic mineral products and pulp and paper industries as well. Most of the increases in the industrial sector are concentrated in the Pacific, Ontario and Quebec regions.

Residential construction has continued to be one of the basic employment forces in the economy. Although more than 800,000 new housing units have been built during the past ten years, the demand for new housing has more than kept up with supply. In 1955, continuing the steady growth of the preceding few years, the volume of new residential construction had increased about 20 per cent over 1954; the capacity of the industry has almost doubled since 1946. Large increases in the Pacific, Quebec and Ontario regions in 1955 were partially offset by declines in Alberta and Saskatchewan, but by the end of the year, the number of new housing units under construction was 16 per cent higher than a year earlier. Some decline in starts was anticipated for 1956 but recent changes in the interest rate on loans guaranteed by the Central Mortgage and Housing Corporation may stimulate housebuilding by increasing the supply of mortgage funds. Preliminary statistics indicate that during the early months of 1956 the number of housing starts was about the same as a year before.

It is evident that the 1956 construction program will put a considerable strain on available labour resources. Under normal circumstances, the construction industry

attracts an uneven flow of workers, the net increase varying each year according to the volume and nature of construction work. This year, however, the increase in work volume is so much greater than it has ever been that the industry will have to recruit more than its usual share of workers if the program is to be completed.

Construction workers currently unemployed form the most available source of supply. Statistics released by the National Employment Service (the only information available on the occupational distribution of the unemployed) indicate that although skilled and unskilled construction workers registered for employment in substantial numbers this spring, the total was still 12 per cent lower than a year earlier.

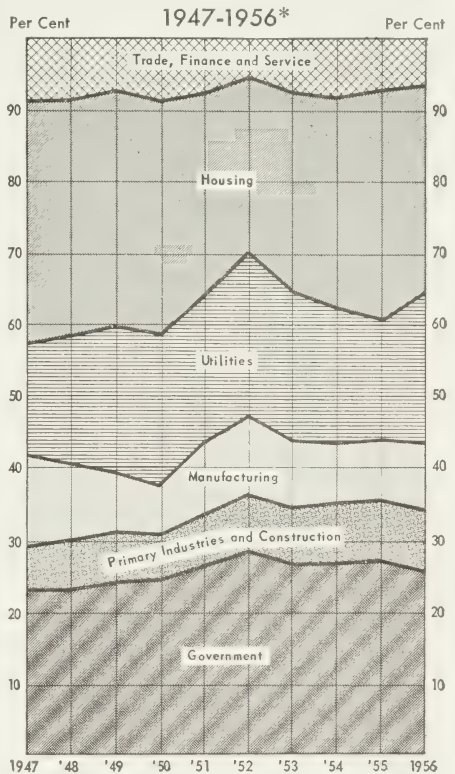
A second source of additional workers is the annual increase in the labour force. The construction industry, on the average, accounts for nearly 7 per cent of total employment. Consequently, under normal circumstances, the industry should draw about the same proportion of all new workers. On the basis of the growth of the labour force in the last few years, this would mean a net increase of some 6,000 to 8,000 workers.

The work forces of other industries also provide a potential source of supply. In the past, the construction industry has been able to expand employment quite quickly when necessary, usually at the expense of the primary industries. It is generally expected, therefore, that as additional workers are required, they will be drawn from agriculture, forestry or mining. Recent reports from various regions express less concern about the supply of construction workers than about the prospective shortage of farm labour and, on the West Coast, the fear is that woods workers will be induced to turn to construction work.

On the other hand, the construction contractor is at some disadvantage when he is bidding against certain industries. Manufacturing firms in particular can offer such advantages as more regular employment and better working conditions. In a period of heavy labour demand from all industrial sectors, therefore, a flow of workers from construction to manufacturing is not unusual. The current pace of expansion in manufacturing, however, appears to be slower than last year, so that pressure on the labour market from this source may be diminished. Consequently, the 1956 building program should not be seriously hampered by shortages of unskilled or semi-skilled workers.

This spring, skilled construction workers were being hired earlier and in greater

CHART II—PERCENTAGE DISTRIBUTION OF CONSTRUCTION EXPENDITURES



*Investment intentions for 1956.

numbers than last year and shortages of carpenters and bricklayers have already been reported in several areas, although general construction activity has just passed its seasonal low point (see accompanying table). Vacancies for carpenters registered with the National Employment Service rose more sharply than in any of the past three years and the number of vacancies for all types of skilled construction workers was more than double last spring's total.

Since the Second World War, and particularly in the past five years, immigration has played a considerable role in augmenting the economy's supplies of skilled construction workers. From 1946 to 1950, approximately 10,000 skilled construction workers entered Canada and from 1951 to 1955, about 35,000 immigrated. The industry is therefore in a relatively better position to meet requirements for skilled workers than just after the war and the intensity of shortages will probably not be as severe in many regions as during the sharp employment expansion phases of 1947-1948 and 1951-1953.

JOB VACANCIES REGISTERED AT NES OFFICES IN SELECTED CONSTRUCTION OCCUPATIONS

	Canada		Atlantic		Quebec		Ontario		Prairie		Pacific	
	May 10 1956	May 12 1955	May 10 1956	May 12 1955	May 10 1956	May 12 1955	May 10 1956	May 12 1955	May 10 1956	May 12 1955	May 10 1956	May 12 1955
Bricklayers.....	231	60	64	.....	30	10	71	24	49	18	17	8
Carpenters.....	799	393	167	90	128	71	169	120	133	66	202	46
Cement Finishers.....	64	24	.....	2	11	8	21	5	28	6	4	3
Painters.....	453	247	45	16	116	56	65	106	97	58	30	11
Plasterers.....	49	63	21	11	1	14	6	29	10	6	11	3
Plumbers.....	138	69	54	11	27	14	27	9	14	15	16	20
Total												
Skilled.....	1,919	982	370	136	367	201	436	337	443	196	303	112
Unskilled.....	2,916	1,058	166	196	222	90	989	366	1,311	338	228	68

SOURCE: NES Offices.

Shortages are certain to be more severe in some areas than in others. One of the features of this year's construction program is the increasing amount of activity in out-lying areas, where local labour supplies are virtually non-existent. This, of course, complicates local recruiting problems.

Even at the seasonal high point there are bound to be differences in the degree of shortage in various regions. Because of the relatively lower level of per-worker investment in the Maritimes (see Chart 3), relatively few recruitment problems are likely to develop in this region, the scarcities becoming more marked as one moves towards the Pacific coast. Early reports in 1956 seem to substantiate this view.

Material supplies may be a more significant limiting factor in the construction program this year. Shortages of steel and cement were already causing some construction delays during 1955 and the larger program planned for 1956 is bound to aggravate the situation. There are already indications that some job starts were delayed this spring because of steel shortages.

Cement capacity has been increasing rapidly—by 12 per cent in 1955. A further 10-per-cent increase is expected in 1956. One new plant is expected to be in operation by June of this year but unless other new plants now being constructed are also completed fairly early in the season there will undoubtedly be some delays caused by cement shortages.

Steel shortages present even greater difficulties. If, as is expected, the iron and steel plants operate at capacity throughout 1956, domestic production should be about 5 per cent greater than in 1955, since iron and steel plants did not begin working at capacity until the second half of last year.

It is unlikely, however, that exports of iron and steel will increase this spring as they did last and, although imports of iron

and steel have been increasing rapidly during the past few months, the supply of steel, particularly structural steel, available from outside sources will be limited by the strong competitive demand in both Europe and the United States.

The new iron and steel capacity now planned will not be in operation in time to benefit this year's supply. With the limited increase in available materials and the very large increase in construction planned, it seems very likely that material shortages will cause a substantial number of slowdowns and delays in this year's construction program.

The Regional Picture

The construction industry shows marked differences from one region of Canada to another. Economic, climatic and geographic variations throughout Canada affect conditions in the industry in the various regions.

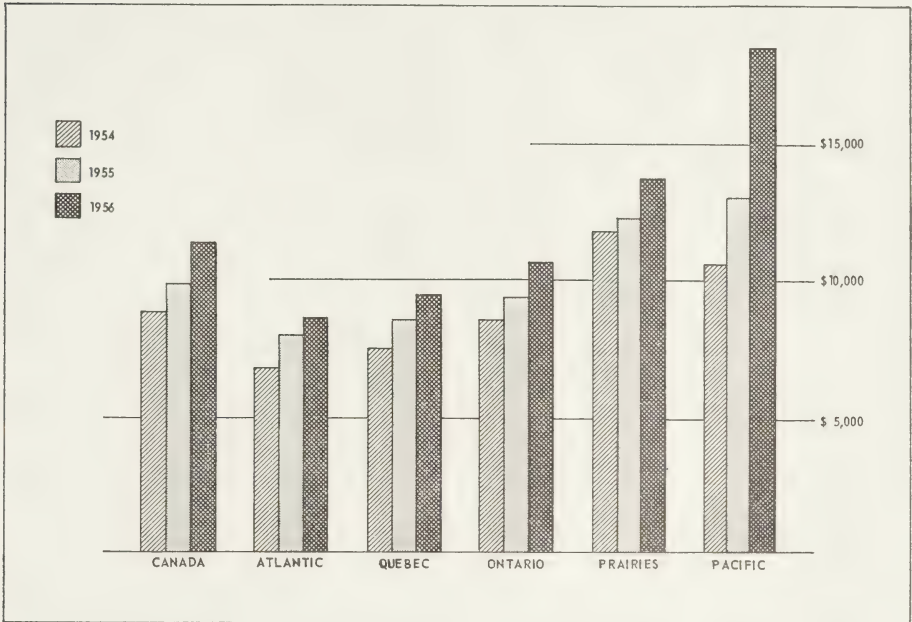
A brief outline of the situation in the construction industry in the five regions of Canada follows.

The Pacific Region

The most rapid economic growth between 1954 and 1955 was in the Pacific region. Investment in new construction rose by 35 per cent from \$351.1 million in 1954 to \$474.3 million in 1955 and a further spectacular rise of 55 per cent is forecast for 1956, bringing the total to \$732.9 million. Even in absolute terms, the 1954-1955 growth in construction in the Pacific region was third highest in Canada and is expected to move up to second place in 1956, exceeded only by Ontario.

SOURCES: This analysis is based in part on DBS survey reports of public and private investment intentions. Additional information was obtained from reports of local labour market conditions submitted monthly by officers of the National Employment Service, statistical reports of the Dominion Bureau of Statistics and other pertinent reports from federal, provincial and municipal governments as well as from non-government sources.

CHART III—CONSTRUCTION EXPENDITURES REGIONAL COMPARISON
(Dollar Expenditures Per Worker)



Sources: *Private and Public Investments in Canada*, Department of Trade and Commerce. *Labour Force Survey*, Dominion Bureau of Statistics.

NOTE: Expenditures are actual 1954, preliminary actual 1955, intentions 1956. Labour force estimates are first quarter averages.

* The most rapid rate of growth in construction investment in 1955 occurred in the primary industries, followed by housing and manufacturing. A somewhat different pattern is now developing. Utilities construction work, which accounted for about 20 per cent of total building in 1955, is expected to rise sharply and to comprise about 36 per cent of all new construction in 1956. On the other hand, housing activity, which was strong in 1955 and amounted to about 35 per cent of the total, will probably decline slightly and account for only about 22 per cent of new construction in 1956.

Further year-to-year gains are expected in manufacturing, institutional and government building but the proportion of each of these sectors to the whole is expected to remain about the same. Construction of trade and service facilities, after declining between 1954 and 1955, is expected to rise during the coming year.

It is interesting to note that since 1954 all of the increase in investment expenditure has been on projects outside the metropolitan areas. In Vancouver, construction investment declined in 1955 from the previous year and a further drop is expected in 1956.

Among the major multi-million dollar projects in the 1956 investment program are the natural gas pipe line extending across the province; the smelter expansion and community development at Kitimat; and various hydro-electric developments and pulp and paper mills at Port Alberni, Port Alice and Powell River. Commercial development is also continuing at Vancouver.

The strong demand for labour this year has been reflected in decreases in the number of persons registered for employment. In skilled construction occupations, the number has been substantially lower than a year earlier and vacancies have been significantly higher in every month since October 1954. This has also been the general trend for unskilled labour since January 1955. Registrations of carpenters, painters and other key skills showed the greatest decreases.

Since the volume of construction in 1956 is expected to be markedly greater than in 1955, more intense shortages of various construction skills are anticipated. During the peak construction season, in fact, it is likely that most major construction skills will be in short supply. In certain outlying areas, recruiting difficulties will be

aggravated by the fact that living accommodation for the workers will be hard to find. On the other hand, the high pay and overtime opportunities in the industry, as well as the prospect of steady employment throughout the summer, may draw skilled workers from other industries and in particular from forestry and agriculture.

The Prairie Region

The Prairie region recorded vigorous economic expansion in 1955. Resource development highlighted this expansion and provided an impetus to production and employment in several industries, including construction, which was already at a very high level at the beginning of the year. Total public and private investment in new construction in the Prairie Provinces reached an all-time record of \$918 million in 1955, an increase of 9 per cent over 1954. Average construction employment in 1955 was virtually unchanged from the previous year at 102,000.

In 1956, construction activity is expected to show a rise which, if realized, would make this year the strongest on record. According to the investment survey, anticipated expenditures on total construction show year-to-year increases of 19 per cent in Manitoba, 5 per cent in Saskatchewan, and 21 per cent in Alberta. In 1955, Alberta accounted for almost all the year-to-year increase in construction expenditures in the Prairie region but in 1956 the pattern of investment is more widely dispersed. There is also evidence of a further shift in emphasis this year, from residential to non-residential construction.

Engineering construction continues to dominate the picture in the non-residential sector. In 1955, the value of engineering construction in the Prairie region totalled \$413 million compared with \$176 million for industrial, commercial and institutional building combined. Engineering construction also accounted for almost the entire increase in investment between 1954 and 1955 and it appears that this trend will be repeated in 1956.

Some of the major engineering projects planned for 1956 include a new multi-million dollar steam electrical generating plant at Estevan, Sask., a \$30 million pipeline to carry liquid and gas hydrocarbon hydrates from Alberta to Winnipeg, further work on the natural gas pipeline from the Peace River to the West Coast, and the beginning of the Trans-Canada gas pipeline. In addition, many miles of feeder lines and gathering systems, oil refineries, gas plants, oil and gas pumping stations and storage tanks will be constructed during the year.

There are indications that the volume of residential construction will be slightly smaller this year than last in each of the three Prairie Provinces. During 1955 there was renewed strength in residential building in the Prairies but the increase lacked the momentum that featured the rise in house-building in other regions, and continues to lag behind the national average in the number of new dwellings constructed per thousand population.

Residential construction, however, remains one of the basic employment strengths of the Prairie construction industry. The present housing program has been heavily concentrated in the larger towns and cities and especially on the outskirts of metropolitan areas. Calgary, Winnipeg and Edmonton accounted for more than half the housing starts and completions last year, a slightly higher proportion than in the previous year.

Shortages of skilled tradesmen developed in some areas during 1955 but the labour supply, in general, was adequate. In the summer of 1955, Calgary reported shortages of bricklayers, tilers, painters, plasterers and finish carpenters and Winnipeg reported a shortage of bricklayers. Scarcity of these tradesmen, however, did not appear to have caused serious delays. Labour supplies may be tighter this year and, together with slow deliveries of material, may be a limiting factor on the extent of the increase in construction work in 1956. In the past few years, demands for unskilled labour have been met, in part, by agricultural workers. A continuation of this trend may result in a serious shortage of farm labour during the coming summer.

Ontario

Ontario is sharing in the rapid expansion of the Canadian construction industry. Growing demand for industrial production, together with rapid population growth in this region, necessitated expansion in manufacturing capacity, utilities (particularly hydro-electric power), housing, roads, streets and sewers. The general upturn in economic activity in 1955 initiated a rapid rise in investment. Total construction expenditures in Ontario in 1955 totalled \$1,842 million dollars, an increase of 8 per cent over the previous year. The increase was also reflected in a rise in employment. One estimate indicates that on the average about 190,000* were employed in the industry during 1955, compared with about 180,000 in 1954.

*The Construction Industry in Canada, DBS.

Plans under way for 1956, if realized, will bring an even larger increase in the value of construction work this year. Anticipated expenditures for 1956 are 18 per cent above last year's actual investment. Although some of this increase in dollar value may be the result of increased costs, there will undoubtedly be a substantial increase in the actual volume of construction, if materials and labour are available.

The pattern of growth in the industry is proceeding along somewhat similar lines as those in the less heavily industrialized areas of western Canada. Housing accounted for more than half the increase in construction in 1955; the remainder of the increase was in institutional and government building. Although further increases are anticipated in housing, institutions and services, industrial and engineering construction are expected to play a more significant role in the expansion of the industry for 1956 as a whole.

Planned construction expenditures in the utilities industries are about 50 per cent higher than actual expenditures in 1955; in the primary industries (chiefly mining) they are 30 per cent higher and in manufacturing almost 40 per cent higher. These three sectors of the economy accounted for about 30 per cent of actual construction expenditures in 1955 but they are expected to account for approximately 70 per cent of the year-to-year increase.

The larger engineering projects now under construction include the St. Lawrence Seaway, hydro-electric developments connected with the Seaway and at Niagara Falls and development of the Blind River uranium ore sites. These, along with increased expenditures on roads, streets and services for new residential and industrial sites, will bring a heavy demand for construction workers and materials this year.

In manufacturing, expansion to be undertaken in 1956 is concentrated in the heavy industries. The iron and steel, chemicals, petroleum, non-metallic minerals and non-ferrous products industries anticipate the largest increases. Some of the major jobs planned include expansion at Dominion Foundries and Steel in Hamilton, construction of new pulp and paper mills at the Lakehead and additional refinery and chemicals capacity at Sarnia.

The broad geographical distribution of construction during 1955 resulted in a strong demand for most types of construction workers throughout the region. Except for Hamilton and Ottawa, however, shortages were not evident until the late

summer, when bricklayers and carpenters were in short supply in nearly all local areas. Engineers were also scarce in Ontario because of heavy demand from the St. Lawrence Seaway and hydro-electric power and other major projects.

With a heavier construction program planned for this year, shortages of all types of construction workers are likely to be more serious. Registrations for employment in construction occupations remained much lower in Ontario all this winter and spring than last year and vacancies increased much more rapidly than usual. Because of the wide dispersion of the construction program throughout the region, shortages are likely to be felt in nearly all local areas. The St. Lawrence Seaway and the Blind River project may continue to draw workers away from other centres.

Quebec

In Quebec, the increase in construction activity provided the same strong stimulus to employment as was evident in most other parts of the country. Although the construction industry accounts for only 8 per cent of total employment in the region, it was responsible for 16 per cent of the total increase in employment last year. About half the construction workers in the region are employed in Montreal and Quebec and it was in these cities that four-fifths of the increase occurred. The rise was about equally divided between the engineering and building types of construction.

The value of construction spending increased by about 12 per cent from 1954 to 1955 and is expected to increase by a further 9 per cent during 1956. As in other regions, however, the pattern of investment is changing. In 1955, housing activity accounted for about 35 per cent of total construction; in 1956 there will be a slight increase in housing but it will account for only about 30 per cent of the total. Institutional services and government departments accounted for about 28 per cent of construction spending in 1955; this year they are expected to account for less than 25 per cent.

On the other hand, construction activity in the utilities, which declined between 1954 and 1955, is expected to rise sharply in 1956. The proportion of the total program devoted to this sector is expected to rise from 14 per cent in 1955 to about 20 per cent in 1956. Some expansion is also anticipated in construction in the primary industries. Construction of manufacturing facilities will comprise about the same proportion of the expanded 1956 program

as of the 1955 total. The greatest expansion is expected to be in the paper, chemical and non-ferrous metal products industries and moderate expansion is expected in textiles.

The main projects scheduled for 1956 are the St. Lawrence Seaway and hydro-electric development and the Beattyville Chibougamau railway. These, together with expansion of the aluminum industry, hydro-electric development in the Saguenay and Lake St. John districts, building of chemical plants at Shawinigan Falls and Valleyfield and new paper mills at La Tuque and Thurso, suggest that a substantial portion of scheduled expansion will be carried on in the outlying areas rather than in Montreal and Quebec. A number of workers for the St. Lawrence Seaway, however, will probably be recruited from the two large cities.

Labour shortages are expected to develop when all the scheduled projects are underway. In 1954, there was a slight shortage of plasterers in August and of bricklayers between August and October. In 1955 there were shortages of skilled workers in the same categories by June; these became acute in July and did not taper off until early in December. Construction tradesmen were in tight supply in Montreal and Quebec and shortages of some skilled occupations developed in a number of outlying areas as well. For example, there were shortages of carpenters, bricklayers and plasterers at La Tuque when the construction of a paper mill for the Canadian International Paper Company, a turbine for the Shawinigan Engineering Company and a housing development were all under way.

In the region as a whole, unfilled vacancies for bricklayers and plasterers are more numerous this spring and registrations for employment fewer than a year ago. This suggests that shortages of skilled workers in these categories may again become acute during the coming season.

The Atlantic Region

Investment in new construction in the Atlantic region reached a new peak of \$294,000,000 during 1955. For the region as a whole, this figure was about 22 per cent higher than a year earlier. When related to population, however, investment in the region during 1955 was still substantially less than the national average. Nevertheless, the construction industry played a key role in keeping industrial employment as high as the year before, for the expansion in job opportunities for

construction workers was somewhat greater than the decline in manufacturing employment.

In 1956, construction activity is expected to be more vigorous than at any time in the post-war period. According to the investment survey, expenditures on new construction will be higher than last year by 11 per cent in Newfoundland, by 5 per cent in Nova Scotia, and by 24 per cent in New Brunswick. The increase in investment spending will be unevenly distributed among the major sectors of the industry.

As in 1955, housing is responsible for much of the over-all strengthening in construction activity this year. In 1955, the number of housing units started and completed exceeded those of the previous year by about 27 per cent. The investment survey indicates only a slightly smaller increase for 1956. Additional evidence of a rise in housing construction this year stems from the greater carryover of buildings in progress at the beginning of the year as well as a substantial increase over last year in the value of contracts awarded for residential construction in the first three months of 1956. Many of the larger housing projects planned for this year are for military personnel. At Gagetown, N.B., for example, preparations are being made for the construction of 450 housing units, the first of 1,400 to be built at the Army camp. At present, 100 housing units are being constructed for Navy personnel at Shearwater, N.S., and as soon as weather conditions improve, construction will begin on other National Defence contracts, such as 500 housing units for the Air Force at St. John's, Nfld., and 110 housing units for the Air Force at Moncton, N.B.

Industrial construction in the Atlantic region was at a very low level during 1955 but shows signs of strengthening this year. Recent announcements that the construction of a manganese refining plant and a pulp and paper mill would begin this year suggest that construction labour requirements will be heavier this summer than in recent years. Construction of the \$50,000,000 pulp and paper mill at Lepreau, N.B., is scheduled to get under way during May; the building of a \$20,000,000 manganese plant at Woodstock, N.B., is not expected to begin until late this summer.

Engineering construction during the current year will be supported by the expansion of industrial facilities, the largest of which are the \$50,000,000 hydro-electric plant at Beechwood, N.B., and a \$30,000,000 oil refinery at Imperoyal, N.S. Construction began in 1955 but each of these

projects already employs close to 1,000 workers. The volume of road and highway construction undertaken this year is not expected to differ substantially from last year.

While the outlook for the construction industry as a whole is the strongest on record in the Atlantic region, no serious labour shortages are anticipated. It appears likely, however, that because of the heavy concentration of construction in some areas, scarcities of specific skills may occur. Of the four provinces in the region, New Brunswick and Newfoundland will

exert the strongest pressures on the labour market. In Newfoundland much of the construction will be confined to the St. John's area.

For the region as a whole registrations for employment differed little from 1954 to 1955, despite the sharp year-to-year increase in the volume of construction. Vacancies were about 25 per cent higher at the seasonal peak but still represented a smaller proportion of the labour force than in any other region of the country. It appears unlikely, therefore, that serious labour shortages will develop this summer.

Laval University's 11th Annual Industrial Relations Convention

Paradox of unemployment in period of economic expansion examined by ten prominent speakers under the general theme "Employment Stability"

Laval University's eleventh industrial relations convention, held at Quebec on April 16 and 17, dealt with the problem of stability in employment.

During the two days of discussion, some 400 heads of business concerns, union leaders and labour officials examined the paradox of unemployment in a period of

economic expansion and heard ten speakers discuss various aspects of the problem.

Among other subjects, the speakers analysed the mobility of labour, the various types of unemployment, the effects of unemployment on social structure and public and private policies with regard to stabilization measures.

Opening Addresses

G  rard Tremblay

"Employment stability," said G  rard Tremblay, Director of the Department of Industrial Relations, Faculty of Social Science, in his opening address, "is linked with the urgent need for society to keep the worker in possession of his means of livelihood, and, in this world in which material goods are acquired by the means only through remunerative work, to ensure the worker of the stability of this work."

Mr. Tremblay, who is also Quebec's Deputy Minister of Labour, stated that social considerations are becoming fashionable in industry.

"A great many heads of business enterprises," he said, "are no longer concerned about profits only; they are concerned about the service rendered society by the development of our natural resources and their conversion into producers' or consumers' goods. Fear of communism and an awakening to the consciousness of their

responsibilities have led many employers to take a more humane view of the economic system. The idea of the community of labour is gaining ground."

He added that the worker wants stability of income, and that this stability comes from work, from the guaranteed wage, from unemployment insurance, from sickness insurance or from the retirement fund.

"But our workers are fine people," he said; "they would rather have security of income come from stability than from any other palliative."

Msgr. Alphonse Marie Parent

The opening address of the Rector of Laval University, Msgr. Alphonse Marie Parent, who was unable to be present, was read by Jean Marie Martin, Dean of the Faculty of Social Science.

In his message, Msgr. Parent stressed the role of the university, emphasizing, among

other things, the fact that the university is not an organization for action intended to enter the lists in those disputes which too often divide the various classes of society.

Economic Prosperity and Employment Instability

Charles Lemelin, Secretary of the Department of Economics, examined the paradox of unemployment and instability of employment during a period of prosperity.

Noting that this condition has existed in Canada since the Second World War, Mr. Lemelin pointed out that it is one of the effects of progress, and also a phenomenon largely responsible for the curbing and fluctuating which are impeding the march of progress.

He said that "industrialization implies a closer interaction both between the sectors of the economy and the various geographical regions. Moreover, the investments required are in themselves irregular and erratic.

"In a system of free economy," said Mr. Lemelin, "we must conciliate particularism and planning, and ensure that constant vigilance and close collaboration exist on the part of the state at all levels, as well as on the part of those groups of individuals which make up the private sector of the economy."

Viewing the effects of industrialization on the structure of the labour market, he suggested that investments affect the stability of employment and that the necessary adjustments are not always made without friction.

Mr. Lemelin showed the function of the government in the economy as well as that of private concerns, particularly of businessmen responsible for the management of large companies.

"After ensuring the immediate welfare of the workers in their jobs and setting up a hiring system suitable for the current

"The university is intended rather to enlighten and to guide those who wish to follow in the wake of its light and its teaching. It has no other ambition," he said, "than to serve and to help safeguard social peace."

needs of the firm," he said, "the planning of investments and the locating of competent labour must be considered at the research stage. Plans should never be carried out unless they have been completed by an explicit and serious study of the effect such plans may have on the labour market."

Concluding, Mr. Lemelin pointed out that economic stability does not imply the guaranteed absence of disturbances caused by the influence of unforeseeable factors, and that it must not be confused with security or with stagnation.

During the panel discussion which followed this first lecture, it was pointed out that the small concern does not have much influence in the field of stability, but that associations of small concerns working together can play an important part.

It was also stated that if economic developments are brought about mostly by large companies, we should not come to the conclusion that small enterprises are disappearing.

Answering a question from the floor as to whether unions are prejudicial to the small business, the Rev. Gérard Dion, Assistant Director of the Department of Industrial Relations, said that unions, in their tactics and policies towards small concerns, have not always showed the discretion necessary. He stated, however, that we are sometimes tempted to blame unions when management itself is responsible for the trouble. He also pointed out that unions have often helped small concerns.

Structural and Cyclical Unemployment

René Tremblay, professor in the Department of Economics, explained the nature and causes of structural and cyclical unemployment and suggested certain remedies.

He defined cyclical unemployment as general, long-term unemployment during periods of economic depression, and structural unemployment as the result of changes either in production techniques or in the structure of the total demand for goods and services.

Among the factors responsible for cyclical unemployment, Mr. Tremblay mentioned: "The durable nature of capital goods, which cannot be produced indefinitely at the same rate; the complementary nature of these goods; psychological factors favourable to projects which are subject to highs and lows due to varying circumstances; changes in the rate of consumer credit, in the weather in the case of agricultural products, in foreign market condi-

tions in the case of exports, in borrowing conditions in the case of public bodies, etc.

"Under such conditions, it would require very unusual good luck for the total production of a country to enjoy a steady flow, even if the long-term trend is towards expansion," he said.

Turning to structural unemployment of the technological type, Mr. Tremblay ascribed it to changes in production conditions which reduce the number of workers needed to produce the same amount of goods.

The other type of structural unemployment stems from changes in the structure of demand, either due to changes in taste, in the nature of the products, in the order of preference due to advertising, etc.

While cyclical unemployment seems to the speaker to be the result of a difference between the growth of the active popula-

tion and the general production level of a country, structural unemployment is "the unfortunate result of economic progress itself or of the free choice of the consumers".

Referring to the steps meant to cope with the problem of laxity of production, Mr. Tremblay said:

If it is the population which is increasing too rapidly in relation to maximum possibilities of production, then we will have to revise our immigration policy.

If it is national production which is not developing in relation to the population, then we will have to find out what factors are slowing up national production.... Any steps tending to eliminate these physical obstacles and to increase the occupational and spatial mobility of the workers will enable us to increase national production.

Mr. Tremblay felt that the policy of employment stabilization is first and foremost a responsibility of the state.

Seasonal Unemployment

Jean Marie Martin, Dean of the Faculty of Social Science, stressed the features of seasonal unemployment and suggested several remedies to reduce its scope and even to eliminate it entirely.

Mr. Martin defined seasonal unemployment as the momentary decrease or even disappearance of employment occurring periodically from year to year in a particular sector of economic activity and lasting for a more or less extensive period of time, but nearly always at the same time of the year for a given geographical region. This unemployment, he said, is particularly characterized by the following features:—

It recurs from year to year, nearly always at about the same time;

It is temporary;

It is partial in that it only affects definite sectors of industrial and business activity;

It can be geographically limited;

It varies in length and intensity in relation to the economic sectors it affects;

It does not show up at the same time in all these sectors and regions;

It may happen only on a local level, but it can also be regional and even national;

It does not affect all classes of workers to the same degree;

It exists independently from economic conjuncture, but the present state of the

conjuncture can affect its intensity and its duration.

Referring to an investigation by the National Employment Advisory Committee, the speaker said that about 20 industries are especially affected by seasonal unemployment in Canada. In 1953, he pointed out, these industries employed 1,013,400 persons, 231,600 of whom could be considered as seasonal workers.

What are the remedies for seasonal unemployment? Mr. Martin mentioned the need for a balanced industrial structure and for the existence of compensating seasonal industries within the same economic region.

Mr. Martin also mentioned as some of the most important and most effective remedies: "Technical developments in production and distribution; an awakening of public interest in the individual and group measures to be taken to reduce and to eradicate seasonal unemployment; and, finally, the grouping together of the efforts of all individuals and of all institutions concerned—employers, employees, organizations of employers and of employees, associations of all kinds, governments and public bodies—in order to lessen the scope of this unemployment, and, in some sectors of economic activity, to eliminate it entirely."

Frictional Unemployment

Jacques St. Laurent, professor in the Department of Industrial Relations, examining the problems of frictional unemployment, came to the conclusion that if it is probably humanly impossible to eliminate

it entirely, it is nevertheless possible to adopt some measures to lessen it.

"To speak of frictional unemployment," he said, "is to study the ease or the lack of ease with which the unemployed go

from one labour market to another, whether these markets are limited to the quality of the work or to the geographical locality where it is available."

The speaker felt that frictional unemployment presupposes employment offers not all taken up, even when there are some men out of work who could accept them.

Among the factors which prevent the unemployed from accepting suitable offers of employment, Mr. St. Laurent mentioned:—

Incompleteness of information methods;

Non-concordance of the time element in unemployment and employment periods;

The need for complementarism in production factors;

Uncertainty inherent in mobility;

Ever-increasing specialization of work;

Combination of psychological and social factors rooting labour to a community from which it is uprooted with great difficulty.

Mr. St. Laurent stated that it is possible, however, to lessen frictional unemployment, and suggested four remedies:—

Promote information on the state of various labour markets;

Enable labour to go from one occupation to another either by improving the regulations in this connection or by so educating

the workers that they will be able to meet the needs of several occupations;

Direct industries to operations and to cities where there is a labour surplus;

Promote technological experiments which, by lessening the amount of work needed to acquire a given living standard, reduce the possibilities of frictional unemployment.

During the forum, at the end of the first day, René Tremblay was called upon to speak on immigration in relation to employment stability. He suggested that a distinction must be made between the long period, when immigration is certainly favourable to increased production, and the short period, when the type of immigrants is very significant. So it is, he explained, that the arrival of immigrants in sectors where labour is scarce favours the nation's economy.

To another question on the effectiveness of industry in remedying unemployment, Mr. Tremblay specified that the primary responsibility falls on the state. The decisions arrived at by private enterprise, he said, are in its own interest, and it is very difficult to change its behaviour. Only the state, he added, can affect the whole economy and thus lead it in the desired direction.

Sociological Implications of Under-Employment

The underlying causes of the obstacles to the mobility of labour, both on the part of social structures and of the workers' personalities, were the main features of the analysis made by Fernand Dumont, Secretary of the Department of Sociology of the Faculty of Social Science.

Economic growth, as well as the different types of unemployment, entail a necessary mobility of labour, said Mr. Dumont.

Stressing that under the impact of technological progress there is a gradual shifting of the population from the primary sector (agriculture, forests, mines) to the secondary sector (industry) and the tertiary sector (services), the speaker stated that this movement is made comparatively easier by the attraction of social promotion.

But, he pointed out, it is within each sector that a major problem arises; the cultural standards, that is to say, the mental habits, the system of values peculiar to a given environment which are used as terms of reference for the individual who lives in that environment, change less rapidly than technology.

Mr. Dumont concluded that there is a more intimate bond between the worker

and a definite system of trades, that is to say a specific factory. This is where, he pointed out, we find the fundamental obstacle to professional and geographical mobility.

Turning to the problem on the personality level, the speaker pointed out that mobility calls for a redefinition of personality, while the development of technology, through its dynamic nature, implies the very opposite.

Mr. Dumont concluded with a few possible cures from the sociological point of view. With regard to social structures, he advocated a revaluation of primary groups, such as the family, capable of partially replacing the affective ties which block mobility. He especially stressed the need for the worker's direct participation in the whole of society: only this participation is capable of broadening the criteria by which the worker determines his social sphere. As to personality, the speaker stressed the importance of revaluating apprenticeship.

"Essentially," he said, "the question is to find out whether the worker who goes from one factory to another on account of unemployment will always witness the

deterioration of both his status and the terms of reference which have for years been the basis of the very vitality of his personality, or whether, on the contrary,

having a wider technical culture, he will be able to define himself as a *homo faber* in a broader system of reference than that of a specific factory."

Canadian Experience: The State

Pierre Harvey, professor of Political Economy at the School of Higher Commercial Studies in Montreal, analysed Canada's employment policy following the Second World War and concluded that perhaps the state has "relied too much on an over-all policy of budgetary surpluses and deficits when unemployment or over-employment were centred in certain parts of the structures".

Without questioning the sincerity of the efforts made by the Government to attain the highest possible degree of employment, Mr. Harvey stated that in the face of the problems arising from short-term factors, "the state may have adhered too long to a prejudicial doctrinal orthodoxy".

Adding that forecasts too pessimistic at times and then too optimistic, have seldom

come true, the speaker stated that the state was a long time acknowledging that seasonal variations could not explain all of the unemployment, at least in certain peak periods.

Mr. Harvey also charged that the Government's immigration policy was partly responsible for unemployment from 1947 to 1952.

On the financial and monetary level, he noted a lack of co-ordination between a contra-cyclical budgetary policy and a policy of easy money, and stressed that the whole commercial policy seems to have revolved around long-term views, sometimes at the expense of real difficulties, at least in certain sectors.

Canadian Experience: The Private Sector

Three speakers discussed the problem of employment stability in the private sector: Eugène Forsey, Research Director, Canadian Labour Congress; R. B. MacPherson, Research Director, Dupont of Canada Limited; and W. M. Berry, Executive Vice-President, Primary Textiles Institute.

Dr. Eugène Forsey

To Dr. Eugène Forsey, Director of Research of the Canadian Labour Congress, the most striking fact in the present economic situation is "the not so peaceful co-existence of an unprecedented prosperity and of an unemployment problem much greater than it was at the highest point of our previous prosperity peak".

In his short address, Dr. Forsey gave ample statistics showing the lag between the employment and the production indices since 1953.

In January 1956, Dr. Forsey noted, the production index was 11.7 per cent higher than in January 1953, but the number of unemployed was 51.3 per cent higher than in 1953.

R. B. MacPherson

The fundamental problem facing the chemical industry in Canada in the years ahead will not be unemployment "but a chronic and serious labour shortage," said R. B. MacPherson, the Director of Research of Dupont of Canada Limited.

Mr. MacPherson said that the output of the chemical industry two decades hence will be three and one-half times its present volume and that the working force of the industry will have to double. The nation's labour force, he added, is not likely to be expanded by more than 50 per cent during the same period.

After outlining the problems related to growth, Mr. MacPherson said that in order to minimize the magnitude and duration of temporary disturbances, it is necessary "to encourage mobility and to reduce frictions and rigidities". Equally important, he added, the continued growth of employment and incomes is dependent upon the encouragement of an even more rapid growth of manufacturing industry.

W. M. Berry

The Executive Vice-president of the Primary Textiles Institute, W. M. Berry, presented an interesting study on the experience of that industry in employment stability.

Following an analysis of the nature and values of employment in the textile industry, he examined the causes which brought about the unemployment of 15,000 persons in the last few years.

"The basic cause," he explained, "is a structural change in the position of the Canadian industry, a sharp rise in the intensity of competition from imports, a

marked reduction in the share of the total market supplied by Canadian workers, as a result of national trade policies."

Concerning the steps to be taken to cope with unstable employment, the speaker suggested that it is a function of industry management to "preserve and advance the welfare of their organizations".

Employment Stability and Common Good

"Without previous planning, it is impossible to co-ordinate economic agents within the political society so as to harmonize their activities and to make them contribute steadily to the prosperity of all," said Maurice Tremblay, Director of the Department of Political Science, Laval University, at the closing banquet.

The speaker emphasized, however, that such planning is not of the socialist but rather of the democratic type.

"Of course this planning adopts itself to the nationalization of certain industries in exceptional cases," he explained, "of course it implies public control of certain essential services and imperative regulation of private sectors of the economy to make them abide by certain standards and avoid certain injustices and abuses. Its main characteristic, however, is that it respects the producers' and consumers' freedom of decision within a free market and tends to co-ordinate the activities of the private sector of the economy not through authority but by indirect guidance, mainly by means of its monetary and fiscal policy, asking moreover, that the people and the large private organizations freely co-operate in some of its public interest programs."

Mr. Tremblay denied that such planning would lead us directly to socialism and totalitarianism.

It follows, added Mr. Berry, that there must be, in any good management, a degree of vision in forward production planning "to take operations through anticipated slack seasons, to protect the valuable composite of skills in the working force, to be able to supply the market expeditiously as volume returns, and to secure the best rate of utilization of the investment".

"On the contrary," he stated, "I see in it the necessary guarantee and complement of authority to our increasingly inter-dependent liberties. My only regret is that such a policy cannot be extended to the whole world and applied to all humanity."

The closing dinner, which was attended by some 500 guests, was under the chairmanship of Gérard Tremblay, Director of the Department of Industrial Relations, who introduced the speaker.

In the first part of his talk, the speaker emphasized the need for a co-ordinating authority, a distinct and necessary function in any society.

"If convergence of the wills of the associates to a common end can be obtained without constraint by the authority, it is impossible to assure the co-ordination of their activities to that same end without direction from the authority," he said.

"Any society," he added, "inasmuch as it consists of a gathering of persons united with a view to co-operation in achieving a common goal, therefore implies, by its very nature, an authority which, from all the co-operation systems capable of achieving this goal, chooses that which seems the best and obliges all the members to abide by it."

Oshawa Local Labour Councils Merge

Oshawa and district's two local labour councils merged early in May. They were among the first groups to do so following the amalgamation of the Trades and Labour Congress and the Canadian Congress of Labour in April.

The Oshawa and District Labour Council (CCL) and the Oshawa and District Trades and Labour Council (TLC) merged and

applied for a charter from the Canadian Labour Congress.

The name, Oshawa and District Labour Council, has been presented to the Congress for approval.

The President of the newly formed group will be Ralph Cooke; Vice-president, Elwood Elliott; and Secretary-Treasurer, G. H. Wesson.

Conference on Prevention of Work Accidents in Government Departments, Crown Agencies

Department of Labour and Civil Service Commission joint sponsors of one-day session called to focus attention on causes and prevention of accidents in government service. Accident prevention plans described

The need to realize that nearly all accidents can be prevented, the necessity for accident prevention programs to have the whole-hearted support of top management officials if they are to be effective, the importance of making it clear who is to be held responsible if accidents occur, and the vital part played in any safety program by careful reporting and recording of accidents—these were some of the main points emphasized by a number of speakers at the first Conference on the Prevention of Work Accidents in Government Departments and Crown Agencies, held last month under the joint auspices of the Department of Labour and the Civil Service Commission.

The conference was attended by about 100 representatives from 30 government departments and eight Crown agencies.

George V. Haythorne

The morning session of the one-day conference opened under the chairmanship of George V. Haythorne, Assistant Deputy Minister of Labour. In his opening remarks Mr. Haythorne said the object of the meeting was to focus attention on the causes and prevention of accidents in the federal service. The Department of Labour, with the support of the Civil Service Commission, was trying to create a greater awareness of the hazards that existed, he said. The role of the Department, however, was that of co-ordination and assistance only. The direct responsibility for taking means to reduce accidents of necessity lay with the various departments and agencies concerned.

George G. Greene

When the Government Employees Compensation Act first came into force in 1918 only a minority of the federal government employees were affected by its provisions, said George G. Greene, Director of the Government Employees Compensation Branch. Later amendments had brought more and more people under the Act, however, and now all such employees were covered. In recent years, he said, claims had grown, until last year there had been

16,062 claims, compared with 10,165 in 1947-48.

The total amount of claims paid last year, Mr. Green stated, was nearly \$2,000,000, the cost of lost time alone amounting to \$350,000. The accident rate in the Canadian federal service was 12.14 disabling accidents per million man-hours worked; this compared unfavourably, he said, with the rate for United States federal employees of 7.7.

The Government Employees Compensation Branch, the Director said, is ready to give all the help in its power to departments and Crown companies in accident prevention matters. The Branch has no experts as yet, he said, but it hopes to be able to engage a safety expert in the not-too-distant future.

He emphasized the necessity for the head men in the departments and agencies to interest themselves in accident prevention programs, since without such interest the juniors could not be expected to take the matter seriously.

Robert D. Gidel

"Technically there is no such thing as an unavoidable accident," said Robert D. Gidel, Supervising Safety Engineer, Bureau of Standards, U.S. Department of Labor, who was the principal speaker at the conference. People are inclined to blame fate for accidents, he said, but except where the forces of nature are concerned, as for instance in storms, accidents are always preventable.

It is difficult, Mr. Gidel remarked, to get people to take an interest in accident-prevention programs. "Selling safety is like selling cemetery lots," he said. "Safety is boring to most people. Accidents are exciting as news, but safety is not. Sometimes it takes an accident to shake us out of our lethargy."

If people can be trained to be safe on the job it will carry over to the outside, he pointed out. The calculated pioneer risk-taking which was part of the American way of living was desirable, but it must be tempered with caution. The rigid routine and boredom inherent in modern factory methods tends to make for reckless

behaviour when employees are released from their work, Mr. Gidel said, and often results in accidents on the roads.

Placing the responsibility for accidents is necessary, and in the federal service with its chain of authority this is easy, said Mr. Gidel. The duty of safety personnel is to advise only, and they should not be held responsible for accidents.

Investigation of accidents is necessary, and the immediate supervisor should be responsible for making the inquiry. The purpose of inquiries should be to find the causes and take corrective action, not to lay the blame. He advised great caution in attaching blame.

Physical environment may contribute to accidents, and this should be remembered in planning buildings and arranging work. Hazards should be considered when equipment is being bought, Mr. Gidel advised, instancing the case of a certain machine which owing to faulty design was inclined to catch the operator's fingers, necessitating the subsequent issue of a special kit by the manufacturer to overcome this defect.

Regular inspection is necessary, the speaker said, since even if a machine is safe when new, wear and tear may cause dangerous faults to develop. Sometimes it was practical to combine such inspection with maintenance inspection. Supervisors should be continually on the watch for hazards, he added.

The human factor has always to be contended with, however. "All accidents can't be prevented by engineering out the hazards," said Mr. Gidel. "We aren't smart enough yet to anticipate beforehand all the silly ways people will go about getting themselves hurt." An important thing was to match a worker's capabilities with the requirements of the job. If this was not practicable in all cases, training should be resorted to to fill the gaps, he said.

Safety education to help to develop "safety consciousness" is important, the speaker stated. Safety manuals, libraries, posters, booklets, exhibits, demonstrations, etc., are all helpful. Awards and incentives to plants, shops and supervisors are also valuable. Sometimes discipline and enforcement of rules need to be made stricter. In the American armed forces, accidents have been reduced by: (1) enforcement of rules; (2) increased supervision; (3) publicizing serious accidents; and (4) publicizing "morale boosters," such as the effect of accidents on prospects of promotion.

In reply to a question from the floor, Mr. Gidel said that the record of handicapped persons in the matter of accidents

is good. We all have limitations, and with scientific selection to match the worker to the job, disability did not matter, he said.

Replying to another question, Mr. Gidel said that if a safety man was going to be held responsible in accident-prevention matters he must be on the same level of authority as the senior officials he had to deal with. This was the principle followed in the United States armed services.

Dr. O. E. Ault

The chairman of the afternoon meeting, Dr. O. E. Ault, Director of Planning and Development, Civil Service Commission, opened with some remarks on the findings of certain psychological studies on "accident proneness".

Accidents, it had been shown, were not a matter of chance. Individuals are not destined to have accidents. Clumsy people were not specially liable to have accidents. A few people, Dr. Ault said, had been shown to have been involved in a high proportion of the total number of accidents (in the study 10 per cent of the people had figured in 32 per cent of the accidents). Why were some persons more liable to accidents than others? The study had shown that 14 per cent of the accidents were due to faulty attitudes, such as, anger, worry, etc.; 12 per cent were due to failure to recognize hazards; another 12 per cent to faulty judgment; 10 per cent to impulsiveness; 2 to 6 per cent to nervousness, fear, defective vision, and so on.

The psychologists had found that with experienced people first thoughts were usually best in time of emergency. Frequency of accidents had been found to diminish with the experience of the employee. There were more accidents among the young than among the older employees, Dr. Ault said.

Among the safety factors suggested by these studies, the chairman said, were: in choosing an employee his suitability to the work should be considered from the safety standpoint, sufficient training should be given, short rest periods were helpful, pressure of work should not be too strong, clinical study of accidents might reveal some underlying physical causes, a study of the causes of carelessness might be useful.

Brig. F. G. Coleman

Brig. F. G. Coleman, Director, Organization of Personnel, Canadian Arsenal Limited, described the accident-prevention program in force in his company's plant.

Canadian Arsenals Limited, which employs between 6,000 and 7,000, started a formal safety program four years ago, Brig. Coleman said. In 1953 there had been 9 claims per 100 employees, in 1954, 5.5 per 100 employees, and in 1955, 0.97 per 100 employees. Thus the company had been saved a large sum in a few years.

A safety program, the speaker said, "must have the blessing of the people at the top". There was a tendency for top management not to realize what accidents meant in personal suffering and distress.

He emphasized the importance of first aid, explained the safety record reports used by his company, and dealt briefly with the part played by safety committees, safety competitions, rewards and prizes.

E. W. Dill

E. W. Dill, Assistant Manager, Industrial Relations, Polymer Corp. Ltd., said that since the starting of a safety program by his company both accident severity and accident frequency rates had dropped substantially. He reiterated the principle that a safety program takes its impetus from the management group. One of the most substantial props in the program, he said, was thorough investigation at the time of the accident. Although he admitted that striving for new accident-free records had its drawbacks he believed that these were outweighed by the benefits.

George K. Smith

George K. Smith, Chief of Staff Training Division, Civil Service Commission, quoted the National Safety Council of Chicago as saying that 90 per cent of accidents were

due to human failure, and he said that a training program suited to circumstances would go a long way in preventing accidents. He mentioned that the Civil Service Commission now has five courses in accident-prevention available, and outlined two of them.

R. D. Boyd

R. D. Boyd, Director of Personnel, Post Office Department, said that the Post Office was second only to the Department of National Defence in the number of accidents among its employees. The main cause of accidents to letter carriers was slips and falls, and January and February the worst months, doubtless owing to the icy condition of the streets. The Post Office, he said, was considering the possibility of improving the design of the letter carrier's bag, and possibly his boots. With their inside workers, he said, most accidents occurred in material handling.

Walter E. Montgomery

Walter E. Montgomery, Vice-President of Kenneth Robertson and Co., safety engineers of Montreal, said: "There are no new ways of getting hurt"; there are no "different" problems in connection with accidents. Increased use of machinery in the present age, he said, has made no real difference. A stone-age man could be hurt by a rolling stone; now one might be hit by a bus, but the principle was the same. "We are injured only by uncontrollable force.

"The only good we get out of any accident is the lesson we learn from it," he said.

14th Annual Convention of the Personnel Association of Toronto

Two-day meeting examines role of personnel administrator in planning for company growth. Finance Department official foresees continuing broad expansion, CLC Executive Vice-President outlines Congress aims

The role of the personnel administrator in planning for company growth was examined at the 14th annual conference sponsored by the Personnel Association of Toronto.

The two-day conference, held in Toronto April 26 and 27, drew some 500 persons

interested in personnel work to hear eight speakers outline the theme: "Planning for Company Growth."

Conference chairman was Robert A. Willson, General Foods, Ltd.

John J. Deutsch, Assistant Deputy Minister of Finance, told the meeting that

there is little reason to doubt that 1956 will be another year of broad economic expansion.

Canadian Labour Congress Executive Vice-President Gordon G. Cushing outlined the aims of the new congress, denying that it will be a monopoly.

Economics professor Dale Yoder predicted tighter labour markets and tighter bargaining.

Industrial relations professor Leonard R. Sayles told of the problems involved in industrial peace.

Other prominent speakers heard during the conference were: Harold M. Turner, Chairman of the Board, Canadian General Electric Co. Ltd., whose luncheon talk was entitled "Grow or Die"; Dr. Floyd C. Mann, Assistant Program Director, Human Relations Program, Institute of Social Research at the University of Michigan, who spoke on "The Big Difference: Management Philosophy and Practice"; J. C. Coffee, a partner in Management Development Associates of New York City, who dealt with human behaviour in industry; and Clarence Francis, retired Chairman of the Board, General Foods Corporation, and currently special consultant to the President of the United States, who examined "Management's Social Philosophy."

Canadian Economy in 1956

"With exports continuing to rise and with an almost unprecedented increase in capital expenditures, there is little reason to doubt that 1956 will be another year of broad economic expansion and growth in Canada," concluded John J. Deutsch, Assistant Deputy Minister of Finance, in summarizing the Canadian economic outlook for 1956.

Noting that Canada's prosperity in recent years was highlighted by expanding export markets, a rapid increase in the exploitation of rich natural resources, and a rising home market for domestic industries resulting from a continually expanding volume of consumer expenditures, Mr. Deutsch gave the following indication of what might reasonably be expected in the near future:—

There will be less additional labour available in 1956 than there was last year. In 1955 non-agricultural employment expanded by slightly more than 4½ per cent. This year the growth in this employment cannot be expected to be much more than 3½ per cent.

The role of an accelerating rate of investment will continue in 1956. The official survey of intentions to invest suggest capital expenditures in the present year some 21 per cent greater than in 1955.

... The rate of investment in 1956 will be a major factor, even more powerful than previously, in pressing the rate of activity in the economy to full capacity. Also, this heavy outlay on new capital will lay the basis for further increases in the productivity of labour in the future.

In 1956 the plans for new investment in fuel and power industries is nearly 50 per cent greater than the expenditures last year... If our supplies of energy continue to grow as is now indicated not only from the older sources, but also from new sources such as natural gas and eventually uranium, we can look forward to a continuing rise in output per unit of human effort.

The Assistant Deputy Minister of Finance warned, however, that, when the economy is operating at near peak capacity, it is also a time of some danger.

"The greater danger is that everyone will try to do too much all at the same time. If this happens, inflationary pressures are generated," he said.

While fully aware that "forecasting is a most dangerous activity", Mr. Deutsch nevertheless feels confident that, as Canadian industry has shown great ingenuity in the pioneering stage, it will "surely demonstrate the same resource in this stage of greater maturity".

The Industrial Relations Road Ahead

Tighter labour markets and tighter bargaining are among the problems to be faced by personnel men, warned Dr. Dale Yoder, Director of the Industrial Relations Centre at the University of Minnesota.

"As far ahead as we can see we are going to have tight labour markets," he said.

This shrinking of the labour force, explained Dr. Yoder, is brought about by military service, the rising degree of technical skill and educational training which keeps men in schools and colleges longer, a greater demand for leisure time, with men doing less work, and a trend towards earlier retirement from the labour force.

Compulsory retirement at a fixed chronological age was condemned by Dr. Yoder as "not justified on any grounds".

Tighter bargaining was foreseen by Dr. Yoder, not because of the labour mergers, but because "unions are developing more astute leadership". The fact more and more technical and professional employees are joining unions will also be responsible for tighter bargaining.

Concluding, the speaker stated the personnel man will be given more responsibility and will be put under greater

pressure for results, while faced with added complications, thus requiring a greater degree of competence than ever before.

The Future of Canadian Labour

"The Canadian Labour Congress will not be a monopoly; it will be no different than any other national organization."

Thus Gordon G. Cushing, Executive Vice-President of the CLC, concluded his analysis of the new labour organization born in Toronto in the same week as the Personnel Association of Toronto was holding its 14th annual conference.

To the 500 persons gathered at the banquet, Mr. Cushing gave a detailed explanation of "what is taking place at the Exhibition Park this week".

He told of the platform of principles and its 29 planks approved by the CLC, the 458 resolutions considered at the convention as well as the statement of economic policy adopted by the 1,600 delegates. He also stressed that the new labour congress "is not in politics, but is in political education". (A complete report of the CLC convention, covering the major points made by Mr. Cushing, appears on p. 634 in this issue.)

Touching briefly on employer-employee relations, the Executive Vice-President of the CLC pointed out that the no-raiding agreement signed in 1955 between the TLC and the CCL has greatly reduced union warfare and that employers, seeing that the company is most often caught in the middle on such occasions, should benefit from this state of peace.

"It is of some credit to trade unions in this country that, in 16 months, no case of raiding was referred to the impartial arbitrator appointed to deal with this problem," said Mr. Cushing. He added that the new cases that occurred were settled prior to such arbitration.

Mr. Cushing also reiterated George Meany's statement to the effect that there was not now and that there would never be domination of Canadian labour by United States organizations.

Changing Patterns in Union-Management Relations for the Individual Company

"Problems of peace, not of conflict," face the individual company, suggested Dr. Leonard R. Sayles, Assistant Professor of Industrial Relations, School of Business Administration, University of Michigan.

Describing how a company can become committed to the local labour leadership, through a management that finds it profitable to deal with these leaders and thus commits itself to a stake in this relationship to the extent of even having to "take these leaders off the hook" on certain occasions, Dr. Sayles warned that such an overly protective company can cause the local labour leadership to become further removed from the membership.

"A strike may be cheaper than a lengthy slowdown or than recurrent absenteeism," he said. "The ability of unions to funnel their discontent through strikes may therefore be more advantageous than persistent discontent."

Dr. Sayles thus suggested that the union leadership should remain close to the membership.

"There will be greater difficulties when the leadership is changed in favour of a more anti-management group, because the company has then lost its touch in these matters," he pointed out.

Dr. Sayles, co-author of the book *The Local Union*, said that a union must discipline its membership.

"A union that doesn't discipline its membership is handicapped in its negotiations with the company," he said.

He advocated that management stay out of union's internal affairs but noted that management, through its support of the local union leadership, often finds itself more and more involved in these matters.

While seeing advantages for the company through union-management co-operation, Dr. Sayles suggested that this is a "much less stable form of collective bargaining" and warned of the dangers where a company finds itself conducting its affairs in a spotlight.

"Co-operation calls for close contact between management and local union membership," explained Dr. Sayles, "and, in this process, the leadership may see the gap widen between itself and the membership. It will then lose the faith of the membership."

Dr. Sayles also pointed out that in a plant where are found strong, selfish union groups, the local labour leadership lacks independence and cannot become either too co-operative with management or too negligent with the membership.

"But this leadership," he added, "is usually of the more representative type."

50 Years Ago This Month

Canada riding the crest of a wave of prosperity—in spring of 1906. Employment good, immigration increasing, wages rising and, in a few places, hours of work dropping. TLC delegation meets Prime Minister

Business in Canada was riding on the crest of a wave of prosperity in the spring of 1906. Employment in practically every part of the country was good and large numbers of immigrants were arriving from Europe and the United States.

Immigrants from Europe during the period July 1905 to April 1906 numbered 74,350, an increase of 7,010 over the same period a year earlier. Immigration from the United States during the same period reached a total of 43,237 compared with 31,969 for the same period of 1905.

Wages were tending to rise and some cases of reductions in hours were reported. Wages of Chinese mill labourers in Victoria, B.C., were raised from \$1.25 to \$1.35 a day.

The following increases in the wages of bricklayers and masons were reported: at Halifax from 36 cents to 40 cents an hour; at Saint John, N.B., from 33½ to 40 cents an hour; at Woodstock, Ont., 5 per cent; at New Westminster (bricklayers only) from \$27 to \$30 a week; and at Calgary from \$24.40 to \$28.80.

Carpenters at Calgary had their wages increased from \$18.90 to \$19.20 a week and their hours reduced from 54 to 48 a week. Carpenters at Windsor received increases varying from 5 to 10 per cent. Painters at Saint John received an increase of 25 cents a day, and painters at Winnipeg, from 25 to 30 cents an hour.

Wage increases in a number of industries other than construction were also reported. Sheet metal workers, tinsmiths and furnace makers at Hamilton had their wages increased from 27½ to 30 cents an hour; while bridge and structural iron workers at Toronto received a 10-per-cent increase, bringing their wages up to 30 cents an hour. Sheet metal workers in London, Ont., had their hours reduced from 58 to 56 a week during the summer season; and horseshoers at Winnipeg had their hours reduced from 60 to 55 a week beginning June 1.

Employees of four companies in Sherbrooke, Que., received a half-holiday on Saturday during the summer months, but

had to make up the time lost by working longer during the first five days of the week. Printers in Sherbrooke had to make up for their Saturday half-holiday, starting on May 1, by beginning work an hour earlier on each of the first five days of the week. Workers in several construction trades in Edmonton had their work day shortened from 9 to 8 hours without loss of pay.

A voluntary mutual benefit fund applying to sickness and injury, to which the company contributed ⅓ of the amount paid by the workers, was organized among the employees of the Dominion Steel Co. at Sydney, N.S. Contributions and benefits were as follows: Class "A", contribution \$1 a month, indemnity \$10 a week; Class "B", contribution 75 cents a month, indemnity \$7.50 a week; Class "C", contribution 50 cents a month, indemnity \$5 a week.

THE LABOUR GAZETTE for June 1906 contains a report of "a deputation of the National Trades and Labour Congress of Canada (which) waited upon the Rt. Hon. the Prime Minister to present certain resolutions passed at the last meeting of the Congress". The contents of the brief are not given; but a general idea of its contents can be gathered from the Prime Minister's reply, which is outlined.

The Prime Minister said that the Government had already met in part the desire of the Congress that action be taken to prohibit employment agencies from making false representations in English and foreign newspapers to induce people to come to this country; and also that the Government had taken action in accordance with the wishes of the Congress to abolish Sunday work.

Regarding immigration, the Prime Minister said that it was the policy of the Government not to encourage skilled workmen to come to Canada. Consideration was promised to the request that all public contractors should post a copy of the Fair Wages Schedules prepared by the Department of Labour in a conspicuous place in the works to which the schedule applied.

International Labour Organization

Canadian Delegation Named to International Labour Conference

A. H. Brown, Deputy Minister of Labour, heads 22-member, tripartite delegation. CLC President Claude Jodoin appointed worker delegate

The Canadian delegation to the 39th session of the International Labour Conference, being held in Geneva this month (June 6-28), is headed by A. H. Brown, Deputy Minister of Labour.

The second government delegate is Paul Goulet, Assistant to the Deputy Minister and Director, ILO Branch, Department of Labour. The substitute government delegate is Hector Allard, Canadian Permanent Representative to the European Office of the United Nations, Geneva.

Others on the Canadian delegation are:—

Government Advisers: Lt.-Col. Eric Acland, Senior Administrative Officer, Indian Affairs Branch, Department of Citizenship and Immigration; M. G. Clark, Canadian Permanent Mission to the European Office of the United Nations, Geneva; A. W. Crawford, Director, Canadian Vocational Training Branch, Department of Labour; Miss Edith Lorentsen, Director, Labour Legislation Branch, Department of Labour; and Dr. J. W. Willard, Director, Research Division, Department of National Health and Welfare.

Employer Delegate: W. A. Campbell, Vice-President and Secretary, Canadian Westinghouse Company Limited, Hamilton.

Employer Advisers: W. M. Baker, Manager of Industrial Relations, Dominion Engineering Works Ltd., Montreal; H. W. Macdonnell, Manager, Industrial Relations Department, Canadian Manufacturers' Association, Toronto; W. G. Scott, General Secretary, The Railway Association of Canada, Montreal; C. E. Shumaker, Director of Personnel, Goodyear Tire and Rubber Co. of Canada, Limited, New Toronto; and J. M. Soules, President, Soules Construction Limited, Toronto.

Worker Delegate: Claude Jodoin, President, Canadian Labour Congress.

Worker Advisers: A. H. Belch, Canadian Legislative Representative, Brotherhood of Railway Trainmen, Ottawa; Richard Courtney, International Representative, United Automobile, Aircraft

and Agricultural Implement Workers of America, Oshawa; M. P. Fitzpatrick, Secretary-Treasurer, National Unemployment Insurance Association, Ottawa; H. A. L. Ladd, Director for Eastern Canada, International Woodworkers of America, Toronto; and Gérard Picard, General President, Canadian and Catholic Confederation of Labour, Montreal.

The secretary to the delegation is H. T. Pammett, Executive Assistant to the Director, ILO Branch, Department of Labour, and the stenographer with the delegation is Miss V. I. Milks of the Industrial Relations Branch, Department of Labour.

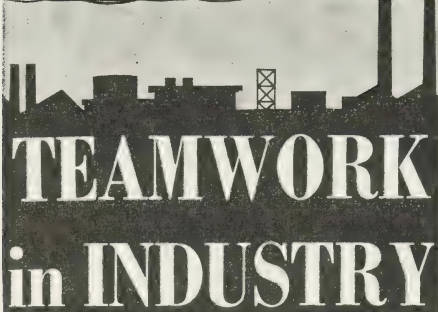
The agenda for the session is as follows:—

1. Report of the Director-General.
 2. Financial and budgetary questions.
 3. Information and reports on the application of Conventions and Recommendations.
 4. Vocational training in agriculture (second discussion).
 5. Welfare facilities for workers (second discussion):
 - (a) feeding facilities in or near the undertaking;
 - (b) rest and recreation facilities in or near the undertaking (excluding holiday facilities); and
 - (c) transportation facilities to and from work where ordinary public transport is inadequate or impracticable.
 6. Forced labour (first discussion).
 7. Weekly rest in commerce and offices (first discussion).
 8. Living and working conditions of indigenous populations in independent countries (first discussion).
- A summary of the Director-General's report appeared in the May issue p. 534).

Weekly Rest in Commerce and Offices

Few conditions of work are more widely observed throughout the world than the weekly rest; however, the application of

(Continued on page 734)



TEAMWORK in INDUSTRY

In its March issue, *Plant Administration*, well-known Canadian industrial publication, carried an illustrated story on labour-management co-operation and joint consultation at Canadian Tube and Steel Products Limited, Montreal.

The article said that both company and union felt that the program had paid off. It pointed to their "quiet confidence coupled with a firm determination to continue the program of co-operation" as an indication that joint consultation is firmly established at Canadian Tube and Steel.

Concluding the article, *Plant Administration* said: "(Here is a story of plant management-union co-operation firmly rooted in the ideals of joint consultation. Management and union both believe that there is no problem which they cannot discuss.

"They know that they will often disagree, but they also know that the co-operative spirit that they have developed will allow them to find workable solutions.

"Both look confidently to the future and a continued happy and profitable relationship."

* * *

Following eight years of study, a committee organized by the Swiss Federal Department of Public Economy has issued a report on labour-management co-operation.

In its report, the committee said: "Although the growth of Swiss labour-management co-operation has been gradual, some excellent results have been achieved in recent years. Sweeping changes are felt to be unnecessary, the main need being to continue to make progress along established lines. The progress made will depend to a great extent on the readiness of employers' and workers' associations to co-operate.

"The committee does not advocate special legislation on labour-management co-operation at the level of the undertaking or occupation. Like the parties themselves, its preference is for voluntary co-operation, even if efforts in that direc-

tion lead to institutional forms, such as workers' committees, works councils or joint industrial machinery."

* * *

The story of the formation of a labour-management committee at the John Dickinson and Company (Canada), Limited, plant in Hamilton, Ont., was recently told in the *Hamilton Spectator* by Dennis Harvey, labour columnist. The committee was formed following agreement between management and the employees, who are members of Local 540, Printing Specialties and Paper Products Union. Mr. Harvey said: "The Department of Labour has expended considerable effort to promote this idea in both labour and management circles. The formation of these committees has also been approved by the TLC and CCL.

"The constitution drawn up by the committee states that the purpose of the committee 'is to provide for and facilitate co-operation and participation of the employees with management in improving production efficiency and maintaining harmonious relations'.

"Some of the objectives listed in the constitution are: maintain high quality of workmanship and product; reduce waste of time and material; improve efficiency; improve maintenance of plant, grounds and equipment; and assist this social and recreational committee."

* * *

Labour-management co-operation was never more vital than it is today, according to R. Hayes, Vice-President and General Manager of the CNR Atlantic Region.

"This co-operation is vital, since the railway not only has to meet competition from the highways, but from the air," said Mr. Hayes. "It behooves all of us to put forth our utmost effort to see to it that the company is operated and maintained in the most efficient way."

Labour-management co-operation has had a long history in the Atlantic Region, recalled R. J. McLellan, general chairman of the electrical workers. The first committee was organized in February 1926 when it held its first meeting in Moncton.

Establishment of Labour-Management Production Committees (LMPs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during April. During the month, the Board received seven applications for certification, two requests for review of previous decisions, and allowed the withdrawal of seven applications for certification.

Applications for Certification Received

1. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of engineer officers, below the rank of chief engineer, employed by Branch Lines Limited, Sorel, Que., aboard the *Cedarbranch*, *Elmbranch*, *Firbranch*, *Sprucebranch*, and *Willowbranch* (Investigating Officer: Remi Duquette).

2. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of employees of F. M. Yorke and Sons, Limited, Vancouver, employed at the barge slip, Great Northern Dock, Foot of Campbell Avenue, Vancouver, in the loading and unloading of railway cars to and from barges (Investigating Officer: G. R. Currie).

3. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 927, on behalf of a unit of employees of Minshull Storage and Van Limited, Halifax (Investigating Officer: D. T. Cochrane).

4. National Association of Broadcast Employees and Technicians, on behalf of a unit of office and building maintenance employees of the Western Ontario Broadcasting Company Limited, employed at Station CKLW, Windsor, Ont. (Investigating Officer: F. J. Ainsborough).

5. International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, on behalf of a unit of employees of Northern Construction Company and J. W. Stewart Limited, employed on Project No. 572 in the Yukon Territory and Northwest Territories (Investigating Officer: D. S. Tysoe).

6. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of clerical employees of Canada Steamship Lines Limited, employed at the company's

Montreal Terminal (Investigating Officer: Remi Duquette).

7. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company, comprising female cleaners and janitresses employed in the Windsor Street Station offices of the Company (Investigating Officer: C. E. Poirier).

Requests for Review Received

1. The Board received from the Seafarers' International Union of North America, Canadian District, a request for review of the Board's decisions certifying the Canadian Brotherhood of Railway Employees and Other Transport Workers as the bargaining agent for a unit of unlicensed personnel employed by the Canadian National Railways aboard the *MV Bluenose*, operated by the company in its ferry service between Yarmouth, N.S., and Bar Harbor, Maine, and rejecting the application of the Seafarers' International Union of North America, Canadian District, on behalf of the same unit of employees (L.G., May, p. 540).

2. The Board received from the National Association of Broadcast Employees and Technicians a request for review of the Board's earlier decision affecting the Association and Radio Saguenay Ltd. by amending the certificate issued (L.G., 1954, p. 1572) to include both radio and television employees (Investigating Officer: C. E. Poirier).

Applications for Certification Withdrawn

1. Canadian Merchant Service Guild, Inc., applicant, and Island Tug and Barge Limited, Victoria, B.C., respondent (L.G., April, p. 414).

2. Canadian Merchant Service Guild, Inc., applicant, and Young and Gore Tugboats Limited, Vancouver, respondent (L.G., April, p. 414).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

3. National Association of Marine Engineers of Canada, Inc., District Council No. 4, applicant, and Island Tug and Barge Limited, Victoria, B.C., respondent (L.G., April, p. 414).

4. National Association of Marine Engineers of Canada, Inc., District Council No. 4, applicant, and Young and Gore Tugboats Limited, Vancouver, respondent (L.G., April p. 414).

5. Order of Railway Conductors and Brakemen, applicant, and Canadian Pacific

Railway Company, respondent (conductors, Eastern Region) (L.G., May, p. 540).

6. Order of Railway Conductors and Brakemen, applicant, and Canadian Pacific Railway Company, respondent (baggage-men and brakemen, Eastern Region) (L.G., May, p. 540).

7. International Longshoremen's and Warehousemen's Union, Local 503, applicant, and Elk Falls Company Limited, Duncan Bay, Vancouver Island, respondent (L.G., May, p. 540).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During April, the Minister appointed conciliation officers to deal with the following disputes:—

1. Eastern Canada Stevedoring Company, Montreal, and United Steelworkers of America (Conciliation Officer: R. Trépanier).

2. Buntain and Bell Company Limited, Charlottetown, and Local 956, Labourers' Protective Union (Conciliation Officer: H. R. Pettigrove).

3. Canada Steamship Lines Limited (freight handlers, coopers, checkers, etc.), Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Trépanier).

4. Newfoundland Employers' Association Limited (coal and salt boats), St. John's, Nfld., and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor).

5. Newfoundland Employers' Association Limited (Newfoundland Homogenized Fish Company Limited), St. John's, Nfld., and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor).

6. Newfoundland Employers' Association Limited (Newfoundland Coal Company Limited), St. John's, Nfld., and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor).

7. Shawinigan Falls Broadcasting Company Limited and St. Maurice Radio Employees' Union (Conciliation Officer: R. Trépanier).

8. Canadian National Railways (Port Mann and Okanagan Lake Barge and Ferry Service) and Canadian National Steamships and National Association of Marine Engineers of Canada (Conciliation Officer: G. R. Currie).

9. Canadian National Railways (Port Mann and Okanagan Lake Barge and Ferry Service) and Canadian National Steamships and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie).

10. Trans-Canada Air Lines and Airline Flight Attendants' Association (Conciliation Officer: R. Trépanier).

Settlement Reported by Conciliation Officer

1. Quebec and Ontario Transportation Company Limited, Montreal, and National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District) (Conciliation Officer: R. Trépanier) (L.G., April, p. 414).

Conciliation Boards Appointed

1. Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions, including the Quebec Central Railway and the Dominion Atlantic Railway) and the Brotherhood of Locomotive Firemen and Enginemen. (This dispute was in the first instance referred to a conciliation board and not to a conciliation officer.)

2. Canadian National Railways and Brotherhood of Railroad Trainmen ((1) yardmasters and assistant yardmasters, Atlantic, Central and Western Regions, except yardmasters on former Canadian Government railways south of the St. Lawrence River; (2) yardmasters, former Canadian Government railways south of the St. Lawrence River, yard foremen, helpers and switchtenders, Atlantic and Central Regions combined yard service; (3) conductors, assistant conductors, train baggagemen and trainmen, Atlantic and Central Regions; (4) express messengers on Newfoundland Division, Atlantic

Region; (5) conductors, Western Region; (6) baggagemen, flagmen and trainmen, Western Region; (7) freight handlers, LCL service, Western Region; (8) yard foremen, helpers and switchtenders, Western Region). (This dispute was in the first instance referred to a conciliation board and not to a conciliation officer.)

3. Canadian Pacific Railway Company and Brotherhood of Railroad Trainmen (1) yardmasters, Eastern, Prairie and Pacific Regions; (2) yard foremen, helpers, switchtenders and car retarder operators, Eastern Region; (3) conductors, baggagemen and brakemen, Eastern Region; (4) conductors, baggagemen and trainmen, Prairie and Pacific Regions; (5) yard foremen, helpers and switchtenders, Pacific and Prairie Regions). (This dispute was in the

first instance referred to a conciliation board and not to a conciliation officer.)

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in March to deal with matters in dispute between the Holden Sand and Gravel, Limited, Toronto, and the Seafarers' International Union of North America, Canadian District (L.G., May, p. 541) was fully constituted in April with the appointment of Prof. C. H. Curtis, Kingston, Ont., as Chairman. Prof. Curtis was appointed by the Minister in the absence of a joint recommendation from the other two members, W. J. Whittaker, Toronto, and C. Gravenor, Montreal, who were previously appointed on the nomination of the company and the union respectively.

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

2. The Board of Conciliation and Investigation established in March to deal with matters in dispute between the Association of Lake Carriers, Port Colborne, Ont. (Canada Steamship Lines Limited; N. M. Paterson & Sons Limited; Colonial Steamships Limited; and Hall Corporation of Canada) and the Canadian Merchant Service Guild, Inc. (L.G., May, p. 541) was fully constituted in April with the appointment of His Honour Judge Walter Little, Parry Sound, Ont., as Chairman. Judge Little was appointed by the Minister in the absence of a joint recommendation from the other two members, J. C. Adams, QC, Toronto, and Ken Green, Ottawa, who were previously appointed on the nomination of the Association and the union respectively.

3. The Board of Conciliation and Investigation established in March to deal with matters in dispute between the Guy Tombs Marine Services Limited and Davie Transportation Limited, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., May, p. 541) was fully constituted in April with the appointment of the Hon. Mr. Justice Paul E. Côté, Montreal, as Chairman. Mr. Justice Côté was appointed by the Minister in the absence of a joint recommendation from the other two members, Marcel Belanger, CA, Quebec, and Louis Laberge, Montreal, who were previously appointed on the nomination of the companies and the union respectively.

4. The dispute affecting the Quebec Paper Sales and Transportation Company Limited, Donnacona, P.Q., and the National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District) (L.G., May, p. 541) was referred in April to a Board of Conciliation which had already been established to deal with a dispute between the Quebec Paper Sales and Transportation Company Limited and

the Seafarers' International Union of North America, Canadian District (L.G., May, p. 542).

Board Reports Received

During March, the Minister received the reports of the following Boards of Conciliation and Investigation which he had established:—

1. Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; Ontario Northland Railway; and Algoma Central and Hudson Bay Railway (non-operating employees) and Joint Negotiating Committee representing a number of international and national railway labour organizations (L.G., Feb., p. 180). The text of the report is reproduced below.

2. The Nova Scotian Hotel, Halifax (Canadian National Hotels Limited) and Local 662, Hotel and Restaurant Employees' and Bartenders' International Union (L.G., March, p. 292). The text of the report is reproduced below.

3. Association of Lake Carriers (Canada Steamship Lines Limited; Colonial Steamships Limited; N. M. Paterson & Sons Limited; Upper Lakes and St. Lawrence Transportation Company Limited; Hall Corporation of Canada Limited; Mohawk Navigation Company; and Beaconsfield Steamships Limited) and Seafarers' International Union of North America, Canadian District (L.G., April, p. 416). The text of the report is reproduced below.

4. Shipping Federation of British Columbia (first aid attendants), Vancouver, and International Longshoremen's and Warehousemen's Union, Local 501 (L.G., April, p. 415). The text of the report is reproduced below.

Settlement Following Board Procedure

1. St. Charles Transportation Company Limited, Quebec, and Seafarers' International Union of North America, Canadian District (L.G., Feb., p. 180).

Campaigns in favour of laws forbidding compulsory union membership agreements are planned in 15 states, the National "Right-to-Work" Committee has announced.

There are now 18 states with such laws. The Committee said that campaigns were "likely" in California, Colorado, Indiana, Kansas, Maryland, Ohio, Oklahoma, Oregon, Washington

and Wisconsin; and "possible" in Connecticut, Illinois, Minnesota, Missouri and West Virginia.

The Committee said that it expected "determined drives by union leaders" for repeal of "right-to-work" laws in 12 states by 1957. The states are: Alabama, Arizona, Arkansas, Florida, Iowa, Louisiana, Mississippi, Nebraska, Nevada, North Dakota, Tennessee and Texas.

Report of Board in Dispute between

Canadian National Railways, Canadian Pacific Railway Company, Toronto, Hamilton and Buffalo Railway Company, Ontario Northland Railway, and Algoma Central and Hudson Bay Railway

and

Brotherhood of Maintenance of Way Employees; Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees; Division No. 4, Railway Employees Department, AFL; Canadian National Railway System Federation No. 11; International Association of Machinists; International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers of America; Brotherhood of Railway Carmen of America; International Brotherhood of Firemen and Oilers, Steam Plant Employees, Roundhouse and Railway Shop Labourers; International Brotherhood of Electrical Workers; Commercial Telegraphers' Union; Brotherhood of Railroad Signalmen of America; Order of Railroad Telegraphers; Canadian Brotherhood of Railway Employees and Other Transport Workers; Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants.

The Board, Eric G. Taylor, Esq., Chairman, Paul S. Smith, Esq., QC, Nominee of the Railways, and David Lewis, Esq., Nominee of the Unions, sat for the hearing of this matter in The Windsor Hotel, Montreal, Que. The formal hearings of the Board commenced on 30th January 1956 and concluded on 8th March 1956. Following the termination of the formal hearings of the Board informal discussions took place between members of the Board and representatives of each of the parties respectively on 9th and 10th March 1956.

There appeared for the Railways Mr. Ian D. Sinclair and Mr. Pierre Tasche-reau, Counsel, who were accompanied by a committee consisting of officers and officials of the Railways together with their assistants.

There appeared for the Unions Mr. Frank H. Hall, General Chairman, Negotiating Committee, and Dr. J. C. Weldon, Consultant, who were accompanied by a committee consisting of officers of the several Unions.

* * *

This dispute arose out of the failure of the parties to agree upon the amendments to be made to collective agreements in respect of the calendar year 1956. No amendments were sought by the Railways. The matters in issue referred to the Board concerned requests which were lodged by

During April, the Minister of Labour received the report of the members of the Board of Conciliation and Investigation appointed under the Industrial Relations and Disputes Investigation Act to deal with the dispute affecting 16 international and national railway labour organizations representing approximately 142,000 non-operating employees and the Canadian National Railways, the Canadian Pacific Railway Company, the Ontario Northland Railway, the Toronto, Hamilton and Buffalo Railway Company and the Algoma Central and Hudson Bay Railway.

The Conciliation Board was under the Chairmanship of Eric G. Taylor, Toronto. The other members of the Board were Paul S. Smith, QC, Montreal, and David Lewis, Toronto, who were appointed on the nomination of the employers and unions respectively.

The report of the Chairman and Mr. Lewis constitutes the report of the Board. The minority report was submitted by Mr. Smith.

The texts of the majority and minority recommendations are reproduced below.

the Unions and which were set forth in a notice served by the Unions on the Railways on 2nd November, 1955, in accordance with the relevant provisions in their respective collective agreements. The requests were set out in said notice as follows:

1. Effective with the commencement of the calendar year 1956, all rates of pay shall be increased by 18 per cent.

2. An additional amount of 8 cents per hour shall be paid by the Railways effective January 1, 1956, to cover the cost of a Health and Welfare Plan which shall:

(a) Provide life insurance for each employee, to pay upon his death, an amount between \$2,000 and \$3,000 based on his scale of previous earnings.

(b) Provide care incident to any sickness, injury, or other disability of any employee, spouse and/or other dependents, including children under 18 years of age, and occurring while the employment relationship exists, comprehending—

- Hospital Daily Benefit
- Other Hospital Charges
- Surgical Costs
- Medical Expense Benefits
- Allowance for Physician's visits
- X-ray and Laboratory Services
- Polio Expense Benefits
- Weekly Pay for Sickness and Accident.

3. All employees shall be given 8 holidays off with pay, same to be—

- New Year's Day
- Good Friday
- Victoria Day
- Dominion Day
- Labour Day
- Thanksgiving Day
- Remembrance Day
- Christmas Day.

4. In a pay-period during which one of the foregoing holidays occurs, monthly-rated employees shall receive an extra day's pay.

The five Railways involved in this dispute together with their subsidiaries operate approximately 94 per cent of the total railway mileage in Canada. The two nation-wide railways systems, the Canadian National Railways and the Canadian Pacific Railway Company, together with their subsidiaries, operate approximately 92 per cent of the total railway mileage in Canada and about 97.5 per cent of the mileage which is operated by the Railways represented in these proceedings.

The Unions are the bargaining agents for 91 per cent of the non-operating employees of the Railways. Based on average monthly counts for the 12 months ending September 30, 1955, there are 141,744 non-operating employees of whom 128,315 are represented by the Unions involved in these proceedings. The total number of non-operating employees, 141,744, constitutes approximately 78 per cent of all railway employees.

The Board heard the representations of the parties, both of whom were given a full opportunity to present their evidence and arguments. Subsequently the Board engaged in private discussions with each of the parties respectively in an endeavour to effect a settlement of the matters in issue between them, but without avail. During the course of the formal hearings and later in private discussions with the Board, the Unions made clear that they

were prepared to modify their requests in the interest of effecting a settlement of the dispute. However, the Railways steadfastly maintained the position throughout that no change could be entertained by them which would involve additional labour costs. Although some 24 days had been devoted to receiving submissions, hearing direct evidence and argument and but two days had been spent in what proved to be a fruitless endeavour to effect agreement between the parties, the Board, faced with the position maintained by the Railways, arrived at the reluctant conclusion that there was no practical conciliation function for it to perform.

The Board made known its opinion to the parties that even if settlement of their dispute could be effected, the term of agreement contemplated by them was far too short from the point of view of the welfare of the nation and, indeed, the welfare of the Railways and the Unions themselves. The requests made by the Unions concerned amendments which would continue in effect for one year from 1st January, 1956. It was clear that by the time any settlement between the parties was reached, either during the conciliation process or as a result of the issuance of this report, that only a matter of five or six months would transpire before the Unions would be in a position to make renewed demands. Any contract terminating at the end of 1956 would leave the Unions free to give notice of amendment from 1st November, 1956. In the opinion of the Board, the Railways and the Unions have a responsibility to the people of Canada to enter into a collective agreement which will continue in effect for longer than the calendar year 1956 and thus guard against the danger of the parties and the nation being faced with another crisis a few months hence.

During the private discussions with the parties the Board urged both of them to consider entering into a collective agreement which would continue in effect for a period of two years from 1st January, 1956. In addition, the Board suggested to the parties that any wage increase or change affecting statutory holidays or health and welfare should be instituted progressively on a time-interval basis throughout the term of a two-year agreement. It will be noted that the recommendations set forth in this Report echo these considerations and involve during a two-year period when it is expected that the Railways' revenue will be substantially increased, adjustments in wages and working conditions less costly than those requested by the Unions in respect of a one-year agreement.

The Board refrains from an exhaustive analysis of the evidence and exhibits submitted and from comment concerning certain matters which were dealt with by the parties during the course of the proceedings. The singular nature of the Railways' operation, the economic importance of this dispute, the direct interest of the community and the experience which the parties have had resulting from governmental intervention and arbitration in the past are some of the factors which contribute to the difficulties facing the parties and serve as an impediment to genuine collective bargaining. It is not a question of the absence of good faith but rather a matter of the presence of certain factors which normally do not plague employers and employees at the bargaining table.

Before dealing with each of the issues involved and setting out our recommendations on them, it is necessary to consider at some length two major questions placed before us by the parties. The first concerned the choice of an appropriate standard of comparison and the second was the claim of the Railways that in the present circumstances and in view of the anticipation of future developments, it was impossible for them to undertake any increase whatever in labour costs. We deal below with each of these in turn.

It was clear from the evidence that for some years earnings of the non-operating railway employees have been compared by previous conciliation boards and arbitrators and, indeed, by the Railways themselves, with the employees in a group of manufacturing industries known as "Durable Goods". The Unions claimed in their submission that this standard of comparison had been promoted by the Railways some years ago and was imposed on them, the Unions, by conciliators and arbitrators against their wish. They went on to submit that, since this standard of comparison has now been established by jurisprudence over a period of at least six years, the Unions were prepared to accept it and accordingly rested their entire case on that basis.

The Railways, on the other hand, submitted that on previous occasions they had advocated "Durable Goods" as a ceiling beyond which the earnings of their non-operating employees should not go. They claimed that experience had convinced them that they could no longer live with this standard. They submitted that a more thorough study of the comparison between "Durable Goods" and the Railways had led them, and should lead the Board, to the

conclusion that the comparison was not a valid one. They proposed, instead, a standard based on the average earnings of the entire paid working force in Canada.

In support of their proposed new standard, the Railways pointed out that the railway industry operates on a nation-wide basis, that it serves all ten provinces, that its employees live and work in villages and hamlets as well as in large and larger cities, that they work in high-wage areas as well as in low-wage areas, and that the work performed by railways employees covers a wide range in its nature and in the skills required.

Because of the reasons briefly summarized above, the Railways claimed that the only proper comparison is with the paid working force in Canada as a whole, that no segment of the Canadian paid working force is adequate for the purpose. They pointed out that the Railways are a service industry, serving every nook and cranny of Canada and that a comparison with manufacturing industry in general, and with the durable goods manufacturing group in particular, could not be and was not valid. The Railways, therefore, frankly retreated from their previous support of the durable goods comparison. Their witnesses developed statistics to show that durable goods employees were more concentrated in urban areas and in the higher-wage provinces than were the non-operating railway employees; that the rate of return on investment in the durable goods industries was higher than the rate of return on railway investment; that the gross revenue per employee in the durable goods industries was very much higher than the revenue per employee on the Railways; that, on the other hand, capital investment per employee on the Railways was very substantially higher than capital investment per employee in manufacturing industry; and that the ratio of payroll to revenue on the Railways was again substantially higher than the ratio of payroll to revenue in manufacturing generally and in the durable goods group. The Railways, therefore, concluded and urged on the Board that the durable goods comparison be abandoned and that it be replaced by a standard based on the average earnings of all the workers in the labour force in Canada.

The Railways submitted that "the proper wage criterion is that wages should meet a reasonable standard of adequacy within the community wherein the industry operates and any excess of wages over this basic standard must depend on the Railways' ability to pay".

The first point which this Board would wish to emphasize is that, in its opinion, there cannot be only one criterion governing wage determination. In every case there are several factors which must be taken into account. A proper standard of comparison is one factor, a very important one. Another is the pattern of wage increases in the community since the last wage increase was granted the particular group of employees involved. A third is the cost of living reflected by the consumers' price index which, in the present instance, has remained at the same level since the last wage increase. Finally, in appropriate circumstances, the ability of an industry to pay may also be of governing relevance. All of these factors must be kept in mind in attempting to arrive at a just and fair settlement of a wage or labour cost dispute.

However, the parties before us seemed to be agreed that in the case of railway wage disputes, it is even more important than usual to find an appropriate standard of comparison. The Unions requested the Board to make some observations to the effect that railway employees must be permitted to exercise their right to strike in the same way as other employees in the community. The Board believes that it is neither its function nor would it be appropriate for it to express an opinion on this point in this report. However, it is abundantly clear that any kind of interruption of railway service would necessarily be a very serious thing for the Canadian economy and for the Canadian people. It is, therefore, of paramount importance to Canada, to the Railways and to railway employees to find a solution to the differences between the parties without either side having to resort to economic action. And, it should be stressed, finding a peaceful solution is the responsibility not only of the Unions but also of the Railways and of the public. Because of this pressing consideration, it is obvious that a proper standard of comparison on the basis of which a railway wage dispute may be settled is of urgent importance. For this reason, the Board agrees with the parties that it is of value for the Board to recommend and for the parties to agree upon an appropriate basis for comparison.

We have, first, to deal with the new standard proposed by the Railways. From the evidence submitted and from exhibits filed, it appears that the total of paid workers in the labour force in Canada comprises every person working for a wage or salary and excludes self-employed people. Consequently, it includes some 80,000

females in domestic service, 120,000 agricultural workers, several thousand fishermen and trappers, almost 200,000 persons in the ranks of management, some 340,000 persons in the various professions, presumably ranging from low-paid professions to the very highly paid ones, many tens of thousands of people who are at work only part of the year, some 50,000 who work only 14 hours per week and less, some 100,000 who work less than 25 hours per week and some 200,000 who work 55 hours and more per week. Similarly, the evidence shows that some half million of the paid workers in Canada as a whole were from 14 to 19 years old, a proportion of 9.6 per cent of the total, obviously a much larger proportion than obtains among railway employees. Perhaps most important of all as far as the actual earnings are concerned, the evidence shows that the composite proposed by the Railways as an appropriate standard contains 27.4 per cent female workers, whereas among the non-operating railway employees there are only 3.6 per cent female workers actually represented by the Unions before us and no more than about 6 per cent among all non-operating employees. One can readily see the effect of this disparity in the proportion of female employees from the fact, placed in evidence by the Unions and not contradicted, that male earnings in the paid working force in Canada are double that of female earnings. No evidence was adduced to show the distribution of skills in the national composite as compared with that among non-operating railway employees, nor as to age distribution or any similar factor. In fact, it is fair to say that the Railways did not attempt to argue that the paid work force in Canada was comparable with the non-operating employees of the Railways as a group of employees with a group of employees. The submission of the Railways was merely that the only appropriate standard for the purposes of comparison was the level of earnings of paid workers in Canada as a whole as compared with the level of earnings of railway employees, and that not only of non-operating employees but of the entire railway working force.

The standard proposed by the Railways is not only unprecedented in railway disputes and in any other disputes in Canada, as was admitted by Railway witnesses, but it seems to us to be rather illogical and inconsistent. If the only basis for the standard is that it covers the whole of Canada as far as paid workers in the labour force are concerned, then it might be argued that there is no reason why it

should be limited to paid workers nor why self-employed people should be excluded. If the comparison is to be made with a composite that includes more than 100,000 agricultural workers, merely on the ground that such people are also served by the Railways, then perhaps self-employed farmers should also be included, since they are much more directly served by the Railways than even agricultural workers. If managers and engineers and railway presidents and other company presidents are to be included in a group with which the earnings of railway employees are compared, then there is no reason whatever why self-employed persons in industry and in services should not also be included. If lawyers, for example, being paid a salary by the railways or by other corporations are to be part of a composite with which the earnings of railway employees are compared, there is no logical reason why all lawyers, whether they work for themselves, are partners in a firm, or work at a salary, should not be included. In short, if the only ground for a comparison is the fact the Railways serve all the people of Canada, then it logically follows that the only justified comparison in such circumstances would be a simple comparison with the per capita income of all Canadians, men, women and children.

If this were so, it would also follow that there is no reason why such a comparison should be limited to railway employees. While it is true that the Railways serve all the people of Canada in a more direct way than most other industries, there are some parts of the Canadian economy which also serve the whole of Canada directly and all parts of it serve the whole of the country directly or indirectly. For example, the Federal Civil Service serves all of Canada directly; TCA and CPA, and other airlines, serve the whole of Canada; communications generally, not only telegraph, but radio, television and telephone serve the whole of Canada from coast to coast. The majority of the employees before us are employees of the Canadian National Railways and thus of the people of Canada. If the earnings of railway employees are to be based on a comparison with the per capita income of all the people of Canada, there is no reason why civil service members, employees of airlines, telephones and the like should not be subject to a similar comparison.

Comparisons for purposes of wage determination, if they are to have relevance and consistency, must take into account a number of factors, only one of which is

met by the standard proposed by the Railways. Such comparisons must take into account relative skills and the distribution of skills, the ratio of female workers to male workers in the given groups of employees; the geographical distribution of the employees; the traditional level of earnings for the groups compared in the scale of earnings in the community or, in other words, the history of the groups in respect of their relative positions in the Canadian working force; the relative position of the industries in the economy as a whole; and, finally, the position or status within the community traditionally and historically enjoyed by the members of the employee groups being compared. Nor can the relative size of the undertakings served by the employees be ignored.

In the case of only one of the factors just enumerated does the standard proposed by the Railways afford any basis of comparability, namely, the geographical distribution of the paid working force in Canada as compared with the distribution of railway employees. However, the comparison between the distribution of durable goods employees and railway employees is not sufficiently different to justify adopting a standard which fails to meet other considerations that must be taken into account.

For the purposes of clarity and to avoid misunderstanding it should, in passing, be pointed out that even the application of the Railways' standard would justify a very substantial increase in the wages of non-operating railway employees, that is to say, if the application is adjusted as far as the female-male ratio is concerned. The Board has made a calculation, based on the evidence and submissions of the parties, adjusting the average for paid workers in the labour force in Canada for the 12 months ending September 30, 1955, to the ratio of female to male employees obtaining among the non-operating railway employees. This would make the average annual earnings of the paid workers in the labour force in Canada \$3,384 during the 12-month period ending September 30, 1955. The calculation was based on an assumption of 6 per cent of female employees, which is the ratio of female workers in the non-operating employees of the Railways, including the unorganized portion as well as the organized majority. If we had taken the proportion of female employees proved in evidence, for the organized non-operating employees only, that is to say, for those employees represented by the Unions before us, the earnings for the 12-month period ending September 30, 1955, would have amounted

to \$3,426 or \$42 more. The average earnings for the same period for the non-operating employees were given by the Railways as \$3,091. The Railways then suggested that to this amount should be added an amount for payment in kind through subsidized rentals, an amount for commissions paid certain of the employees, and an amount to meet a discrepancy resulting from the fact that the salaries of executives and technical officers are not included in the average for the non-operating employees, whereas such salaries are included in the national average. The Board accepts the suggestion that these adjustments should be made. The Railways also suggested that an amount should be added for the free transportation privilege which employees of the Railways enjoy when travelling on trains. It is obvious to the Board that this is not income in any sense of the word, would not be so recognized by any agency in the country and cannot be added to income, even though it is a very valuable privilege to the employees. If the adjustments just dealt with are made in respect of these items which the Board accepts as relevant, the average earnings of non-operating employees for the period under discussion were \$3,196. This resulted as at September 30 last in a difference of \$188 if the adjustment for male to female in the non-operating employees as a whole is made, and in an amount of \$230 if an adjustment related to the ratio of male to female in the organized non-operating employees only is made. In the first case the difference amounted to an average of 9 cents per hour and in the second case, of some 11 cents per hour as at September 30, 1955. As this report is being written, six months have elapsed since the said date. There is no doubt that the national average has continued to increase, and that the difference would now be greater.

The difficulty the Board has in accepting the standard proposed by the Railways is not related to the result it may produce in any given situation. It is based on the simple fact that the so-called standard does not provide an appropriate basis of comparability; its application would lead to illogical results; it is as irrelevant for determining appropriate earnings for railway employees as for those in any other industry in Canada.

The railway industry is unique; there is no other railway industry in Canada with which it can be compared. Obviously, too, there are occupations on the Railways, even in the non-operating group, which are not duplicated anywhere else. Classifications

like train despatcher, train messenger or telegrapher are not found in other industries. However, by far the largest part of the non-operating employees consists of the various shop crafts, apprentices and helpers, all of whom are duplicated in ordinary industry; labourers, unskilled and semi-skilled, all of whom are found in ordinary industry; shippers, store-keepers, drivers, freight handlers, express and cartage employees, and clerks, all of whom have their counterpart in other industries.

Thus the closest comparable groups of employees to the non-operating force on the Railways, are those employed in manufacturing. And of the manufacturing group, "Durable Goods" has been accepted, at least since 1950, as the most comparable. There is a number of relevant pronouncements by previous chairmen of conciliation boards and by two eminent and distinguished arbitrators, as well as statements by spokesmen of the Railways themselves in previous disputes, all of which conclude that, while recognizing the difficulties involved, "Durable Goods" is the most appropriate comparison available. It is of value to set out some of these statements.

The following short sentence appeared in the report of a Board of Conciliation of which Mr. Justice J. O. Wilson was Chairman in 1950:

The variety of occupations in which non-operating rail workers are engaged is such that comparisons are difficult. However, such comparisons as are made should be with large groups, such as durable goods workers, which may also be expected to comprise a diversity of occupations and to include, as does the non-operating rail group, skilled and unskilled workers.

This conclusion of the learned Justice seems to have been made in reference to argument by the Unions that their members should be compared with employees in selected industries. The Board in that case rejected a selective basis of comparison proposed by the Unions and agreed with the Railways that the durable goods group furnished a proper basis.

As is well known, the dispute in 1950 was not settled on the basis of the conciliation board report and, after a stoppage occurred, a special Act of Parliament was passed pursuant to which Mr. Justice R. L. Kellock, of the Supreme Court of Canada, was appointed arbitrator. In his award, Mr. Justice Kellock goes into the question under discussion in some considerable detail and analyses in a thorough way the composition of the durable goods group and the arguments which the Unions then presented

against using this group as a basis for comparison. In his award, His Lordship reaches the following conclusion:

All of this merely emphasizes the obvious fact that in comparing railway wage rates with wage rates outside, the comparison should be with those sections of industry in which the nature and variety of employment, the proportions of male and female employees, and the territorial distribution are really comparable. The railway employees here in question are located all across the country in areas where industry is concentrated and where wages generally are high, as well as in less concentrated or agricultural areas where rates are lower, and railway occupations cover a wide range from that of the skilled craftsman to the unskilled labourer, and from the despatcher to the office boy, the wage structure having been built up by agreement to give effect rather to differences in responsibility and job content than primarily to geographical distribution....

Without going through the list in detail, a fair comparison on the basis of the factors already mentioned, is, in my opinion, furnished as nearly as may be by the group of industries falling under the head of "Durable Goods Manufacturing". That section of industry employs probably a higher proportion of skilled workers than is the case with manufacturing generally, and the proportion of female employees is said on the material before me, to be about the same as in the case of non-operating railway employees. Generally speaking, women in industry earn less than men, and the proportion of female employees is accordingly an important item in any proper comparison. In 1948 the durable goods industry was used as the basis of comparison for similar purposes in the United States by a presidential board which had to consider problems akin to those arising here.

We respectfully agree with His Lordship both as to the factors which must be considered in relation to a proper basis of comparison and to His Lordship's conclusion that those factors are mostly nearly met in the group of industries comprised in "Durable Goods".

Chronologically, we come next to the 1952 dispute between the employees before us and the Railways. Mr. Justice Kellock was at that time Chairman of a Board of Conciliation and he and Mr. Paul S. Smith, QC, the latter representing the Railways on that Board as he has on the present Board, made recommendations which formed the basis of eventual settlement. Again the question of a proper basis of comparison was before the Board. Again His Lordship made a very careful analysis of all the factors involved and again he reached the conclusion that the durable goods group is the most nearly comparable group of workers. The following excerpts from His Lordship's Report, which was

concurrent in by our colleague, Mr. Paul S. Smith, are enlightening and relevant:

In the inquiry as to a standard furnished by industry outside the railway industry with which wage rates in the railway industry may be justly compared, it is obvious, as already indicated, that the criteria of comparison should include as far as is reasonably possible, such matters as similarity of work and working conditions, similarity in the proportions of male and female employees and skilled, semi-skilled and unskilled workers as well as wide territorial distribution and regularity of employment.

...The proposed comparison is between non-operating railway workers and the durable goods industry as a whole. In our opinion, such a comparison is a valid one. The durable goods industry, like the non-operating railway industry, is composed of skilled, semi-skilled and unskilled workers. While it is undoubtedly true that in some of the industries making up the durable goods group the proportions of skilled, semi-skilled and unskilled workers are different from the proportions in the case of the non-operating railway group, nevertheless, when the comparison is with the durable goods group as a whole, the proportions on balance do not appear to be greatly different (Earlier in the report His Lordship had pointed out that the male to female ratio in "Durable Goods" is close to the ratio in the non-operating railway group)... No other group of workers in the Canadian economy furnishes, in the opinion of the Board, a comparison which answers all the requirements as well as the durable goods industry. It may be observed that a presidential board in the United States in 1948 also considered the comparison of durable goods to non-operating railway employees as a proper one.

Again we respectfully adopt and agree with His Lordship's reasoning and conclusion.

The next time the question of an appropriate standard for purposes of comparison arose was in the dispute in 1954. That dispute resulted from notice given by the Unions before us to the Railways before us in November of 1953 in which they asked amendments to their agreements involving, not any increase in wage rates or earnings, but a number of what are known as fringe benefits, such as paid statutory holidays, improved vacations and paid sick leave. That dispute came before a conciliation board in 1954, of which Mr. Justice Kellock was again Chairman, and, at the end of 1954, came before Mr. Justice Gordon McG. Sloan, Chief Justice of British Columbia, as arbitrator. Neither in the report of Mr. Justice Kellock nor in the award of Chief Justice Sloan is there any detailed examination of the problem of an appropriate standard. We presume that, in the circumstances of that dispute, it was not necessary to make such a detailed analysis both because it had been made in previous cases and because the dispute in 1954 concerned so-called fringe benefits

rather than rates of pay. However, both of the learned Justices take for granted that durable goods is the appropriate standard for purposes of comparison. Thus, Mr. Justice Kellock points out in one place in his report that the non-operating railway employees were "at a disadvantage in the matter of paid statutory holidays, measured by the standard of the existing practice in the durable goods industry—the standard which the Railways themselves have now for a number of years put forward as the best available for comparison in such matters". And Chief Justice Sloan makes the following relevant statements in his award:

The durable goods industry has been generally used as a yardstick of comparison with railway working conditions. There are areas in which conditions are, to a degree, parallel for comparative use but there are divergencies which render the yardstick misleading and not an absolute guide....

In the overall result, it seems to me that the durable goods industry may, with some reservations, be regarded as a reasonably good guide. It has at least one virtue; there is no other.

Of equal relevance and importance is the evidence as to the position of the Railways themselves in past cases on the point under discussion. As long ago as 1950, one of the witnesses for the Railways before the arbitrator expressed the view that "we again consider that the proper comparison is the whole group of durable goods industries, which is the higher paying group in manufacturing in any case".

Three short quotations from the submissions of the Railways to the 1952 Board will complete the history on this subject. They are as follows:

The groups constituting the non-operating railway employees are of a diverse character and include many distinct occupational classifications. In the diversity of their work these employees may not unreasonably be regarded as a cross-section of Canadian industry. It has appeared, therefore, that their average hourly earnings should be compared with those in manufacturing, and for this purpose durable goods manufacturing has generally been used, as being closest in composition to the railway employees and as affording them the most favourable standard....

It is submitted that this offer (made earlier by the Railways) represented a fair approach to the problem and that the Railways could not justify to the people of Canada the establishment of wage rates for this group on a level very substantially above that prevalent in the most nearly comparable sector of Canadian industry (viz., durable goods)....

Once again the Railways must emphasize that the work of the employees before this Board is broadly comparable with that in other industry and their wages can only be determined with justice to the employees

themselves, the Railways and the people of Canada by reference to the standards established currently in industry as a whole.

In short, a careful study of the evidence submitted to us on the history of the discussions concerning a suitable standard for comparison, shows that all of the factors which the Railways brought to the attention of this Board were before previous conciliation boards and arbitrators. It is true that the Railways appear to have done a much more detailed job of research and presentation in the present instance than they did in previous cases. However, presumably, by and large, the factors put before us were also in the minds of previous boards of conciliation and arbitrators. It was admitted before us that there have been no changes in the factors which were formerly accepted as the bases for establishing durable goods as the most nearly comparable group to that of non-operating employees. We know of no reason to change the established jurisprudence on this point. On the contrary, we fully share the views expressed by previous reports and awards that, with the necessary reservations arising from the fact that the railway industry is unique and that it has some occupations which cannot be found elsewhere, the durable goods group of manufacturing industry remains the most nearly comparable and forms an appropriate standard as a guide to the settlement of disputes between the non-operating employees and the Railways.

It is to be noted that the Unions have not always been willing to accept durable goods as the standard. At one time they insisted on parity with United States earnings; at another time they insisted on being compared with selected industries having higher earnings and a comparable history of collective bargaining. At last, however, the Unions are prepared to accept the position which the Railways had formerly advocated. They are now prepared to accept "Durable Goods" as the standard with which they desire to keep pace and, by necessary implication, beyond which they would not be justified in attempting to go. In view of this, it would be a pity if the established and accepted standard were now upset, unless there were very valid grounds for doing so. The evidence did not disclose any. In the totality of circumstances, we are of the opinion and so recommend that "Durable Goods" should continue to be accepted as the appropriate standard. However, in our opinion, no standard can be an absolute guide or be applied mathematically and mechanically, regardless of all other circumstances and factors.

We now turn to the second important preliminary point, namely, that of the Railways' ability to pay. This is of particular importance in the present case because the Railways have not merely taken the position that they can afford only so much and no more; instead they have taken the adamant position that they cannot afford to increase their labour costs by any amount whatever, not even a fraction of a cent per hour per employee.

Some of the submissions of the Railways on their financial position would seem to be incontrovertible. Most of the facts supplied this Board related to the Canadian Pacific Railway and the following paragraphs will deal with the position of that railway only. It should also be borne in mind that the evidence relates only to the rail operations of the company and not to any of its non-rail operations.

There is no doubt that the CPR has not enjoyed the permissive level of earnings established some years ago by the Board of Transport Commissioners in any year since the end of the war. Only in the year 1950 did it come close to meeting that level of earnings; in all the eleven years from 1945 to 1955 inclusive the earnings have been below and in all but 1950 they have been substantially below the permissive level.

There is no doubt that the rate of return on investment for the Canadian Pacific Railway is below the rate of return on investment in many other industries and has been so for a considerable number of years. In fact, it was suggested by one of the witnesses for the Unions on the basis of considerable evidence, that a rate of return of around 3 per cent has been a very frequent occurrence in the entire history of the Canadian Pacific Railway and that the years when the rate of return exceeded 3 per cent were relatively few.

Perhaps the most important fact which the Railways emphasized and supported by considerable and impressive evidence is the one relating to the limits which present circumstances impose on the possibilities of increasing earnings through increased freight rates. We are inclined to accept as a fact that the competition of other forms of transportation and, in particular, trucking transportation, makes it impossible for the Railways to increase freight rates across the board and that, indeed, in some cases they may have to reduce rates in order to attract new traffic or to recover some lost to competing modes of transportation. Railway spokesmen agreed that there is still room for increased revenue

from increased freight rates and the Canadian Pacific Railway witness estimated that his railway could augment its revenues from such a source by \$15 millions a year for traffic in Canada and an additional \$6 millions from traffic on which American rates apply, or a total of some \$21 millions a year. However, he insisted that that would be the limit of the addition to railway income from any freight rate increases.

The above facts seem to us to stand uncontradicted. We are not in a position to question the estimate of the witness for the Canadian Pacific Railway relative to the amount of additional income which may still be available through freight rate increases. The witness concerned was frank enough to inform the Board that his estimate was not based on any very careful mathematical analysis but was based on his general knowledge and general impressions of the situation as a result of his experience over the last few years. No doubt, the estimate of the witness was likely conservative rather than the opposite. However, it would be fruitless conjecture for this Board to attempt to weigh it, since its members have neither the information nor the necessary traffic experience on which to base a judgment.

The question before us is: to what extent should these facts affect the requests of the employees, assuming that they, or part of them, are justified by comparison with the established standard, namely, "Durable Goods". The evidence before us shows that in every year beginning with 1945 the Canadian Pacific Railway made a substantial profit on its rail operations, even though the Railways claim that such profits were never adequate. The claim is, that in fairness to the shareholders, the earnings of the Railway must be increased to a more appropriate level before labour costs are increased, because in the view of the Railways the level of earnings of their employees meets a reasonable standard of adequacy at the present time. They argue that in order to meet the requirements of this age and the pressures of competition, the Railways must invest hundreds of millions of dollars in new and modern equipment, and that the investors of such huge sums of capital are entitled to a higher return on their investment. They submit that, unless this Board is satisfied that their employees are below a reasonable standard of adequacy, the employees should not receive any increased share of the income of the industry without the shareholders first improving their share.

Further, the Railways claim that they are no longer in a position to pass increased costs on to their customers to any appreciable extent and that, consequently, increased labour costs would merely mean a reduction of the net earnings of the Railways even below the unsatisfactory level at which they have been in recent years.

The question of ability to pay is always a difficult one in wage determinations. At best, it is only one of the factors that must be taken into account. There is, in our respectful opinion, a great deal of validity in a statement made by Mr. Justice Wilson in his conciliation board report in 1950. We quote this statement because of its clarity and relevance:

The Board agrees that the financial condition of the Railways cannot be pleaded for the purpose of perpetuating any injustice to its employees. The Board agrees with the Unions that rail workers must not be required to accept sub-standard wages or onerous working hours in order to underwrite railway deficits. If the higher wages are deserved they must be paid and the public must pay the cost.

His Lordship's observation has even greater weight in the present circumstances when there are not any deficits to be considered but merely a claim that the profits are inadequate. And there are factors affecting railway revenues which place the responsibility of solving the financial problems of the railways on other shoulders than those of the employees.

The major such factor is the Crownsnest Pass grain rate. Chief Justice Sloan dealt with this matter in great and enlightening detail in his award in 1954. It is not necessary to cover all of the ground again. It will be remembered that the Crownsnest Pass rate has existed unchanged, except for a few years in the early twenties, since 1897. In other words, the Railways obtain for grain shipments from the Prairies west to Vancouver and east to the head of the Lakes a rate which is the same in 1956 as it was in 1897, in spite of the fact that all other costs have multiplied many times in the intervening 60 years. This rate is established by statute and neither the Railways nor the Board of Transport Commissioners can change it. It may safely be assumed that in the opinion of the Government and of Parliament, this has been considered for the welfare of Canada's export industry and, therefore, for the welfare of the Canadian economy as a whole.

The Railways estimate that if an economic rate were established for the grain now shipped under the Crownsnest rate, each of the two railway systems would

increase its net revenue by something between \$35 millions and \$40 millions per year. This would have doubled the net earnings of the Canadian Pacific Railways in 1955 and more than doubled the net earnings of the Canadian National Railways for that year. Even over the ten or eleven years since the end of the war an economic rate in place of the Crownsnest rate would have meant hundreds of millions of dollars more to the two Canadian railway systems.

As has already been said, Chief Justice Sloan dealt with this matter in considerable detail. We cannot do better than quote a short section of his comments on this point:

The Railways, in seeking means to retrench, are now, it seems to me, asking the working men and women of the non-operating force to accept working conditions less favourable than those now enjoyed in comparative industries.... In that sense employees of the Railways, represented before me, are being asked to subsidize the effects of a national policy.

If I am right in my conclusion that the direct and indirect effects of the Crownsnest Pass rates are a major contributing factor to the present situation in which the Railways find themselves, and the evidence before me can lead me to no other rational conclusion, then it is my respectful opinion that some fair share at least of this burden should be shouldered by the people of Canada from the national treasury—a suggestion not entirely bare of relevant precedent....

This field is one of grave comprehensive public policy. I have entered upon it with trepidation. I would have, however, felt remiss in the broader concept of my own duty had I sought to escape a heavy responsibility by refusing to recognize and record circumstances of paramount public importance and ever increasing economic consequence. These circumstances are relevant and basic in this inquiry because, unless examined, would result, as I have said, in non-operating rail employees, in effect, subsidizing public policy by a contribution measured in terms of the prevailing disparity in conditions of their employment.

The evidence adduced before this Board fully supports the facts which Chief Justice Sloan outlined in his award and the conclusions which he set down. Whatever remedy the Government and Parliament of Canada may consider appropriate, and whether or not they consider any remedy necessary, the fact remains that the Railways are by statute required to carry grain at an uneconomic rate which causes them losses of many millions of dollars each year. It would, in our opinion, be the height of injustice if, to use Chief Justice Sloan's words, the non-operating employees were required to subsidize "public policy by a contribution measured in terms of the prevailing disparity in conditions of their employment". We do not believe that the people of Canada would wish or, indeed, condone

such a result. The Crownsnest rate is not the only factor which is beyond the control both of the Railways and of the employees. Another one is passenger service. This has resulted in consistent huge losses to the Railways, losses in the order of \$45 millions annually. The nature of the franchise which Parliament has given the railway industry requires it to provide services for passengers which are frequently uneconomic. The Railways must maintain those services and any reduction of them must first receive the approval of the Board of Transport Commissioners. Railway experts expressed the opinion to this Board that as a result of the modernization program which the Railways have introduced, they believe that in time the Railways will surmount the problem of unprofitable passenger service. We hope that this will prove to be the case. In the meantime, however, it remains true that the revenues of the Railways have always been seriously affected by passenger service losses and are still so affected. Whatever the appropriate remedy may be for that, either through action by the Railways or through action by Parliament, it is our opinion that, again, railway employees must not be required to subsidize unprofitable passenger service. That service is necessary, even when unprofitable, in order to enable the citizens and residents of this huge country to move about as required by their circumstances. In other words, it is a necessity for the welfare of all the Canadian people that such services be available. It cannot be the wish of the same Canadian people that their comfort, convenience and needs be subsidized by those of them who happen to work for the Railways.

One other matter is relevant to this discussion. We were informed that in cases before the Board of Transport Commissioners, the Canadian Pacific Railway has traditionally been used as the "yardstick" railway. We can readily understand the reasons for this in cases involving freight rate increases. On the other hand, this Board has grave doubts as to whether it is as valid to use the Canadian Pacific Railway as the "yardstick" railway for purposes of determining the wages and working conditions of all railway employees. After all, the Canadian National Railways employ a considerably large number of workers, indeed, substantially more than half of the employees represented before us. Canadian National Railways employees are in effect employed by the people of Canada. It may well be that the Canadian National Railways is the more appropriate yardstick for wage determination,

since its employees certainly have a right to request from the people of Canada who employ them that their standard be kept at a level with the nearest comparable standard in Canadian industry.

At all events, the Chairman has kept the financial evidence of the railways carefully in mind and has given their claim of inability to pay weight in seeking recommendations which would be fair and just in all the circumstances. Mr. Lewis, on the other hand, supports the position of the Unions that the claim of inability to pay should not play any part in the recommendations of this Board, particularly since he is not convinced that the claim is valid in most of its aspects. Both signatories to this report are, however, agreed that it is not possible to redress the disparity between the earnings of non-operating employees and the earnings of durable goods employees in one adjustment. The total cost of such an adjustment would be heavier than the railway industry should be asked to bear immediately and all at one time. Consequently, the recommendations which we make in the hope that they will form the basis of a settlement between the parties fall short of parity with the "Durable Goods" standard for the reasons given.

Wages

The Unions originally asked for an increase in wage rates of 18 per cent. Part of that request they sought to justify by arguing that the employees are entitled to an increase which would compensate them for the lag behind the "Durable Goods" standard which they have suffered since their last increase. We cannot accept this part of the Unions' submission. Firstly, the lag was partly due to the conscious decision of the Unions themselves in the fall of 1953 not to seek a wage increase at that time, although they obviously intended to do so one year later and, as a result of unavoidable delays, could not do so until two years later. Secondly, it is surely impossible to justify rectifying a lag by increasing rates, since such rate increases would continue after the period when they merely compensated for the lag.

On the other hand, the position of the Railways that the employees represented before this Board should not receive any increase at all appears to us, with respect, to be both impractical and unjust. No matter what standard be used at any given time, one thing is certain and that is that the standard has not remained stationary. In the present case, it must be remembered that the employees before us have not had any increase in wages since September 1952,

by virtue of an agreement which terminated at December 31, 1953. Thus, from every consideration of equity, the employees represented before us are entitled to a substantial improvement in their earnings.

It must be borne in mind that since the non-operating employees' present wages and salaries were established in September 1952, wage and salary earners generally have enjoyed increased earnings. Civil servants, employees in Crown companies, employees in "Durable Goods" and in manufacturing generally have all received increases, in some cases two or three during the period. The people of Canada would surely not expect their employees on the Canadian National Railways to accept a settlement which would give them no adjustment in earnings during a period of four years in which their other employees in the Civil Service and in Crown corporations, their representatives in Parliament and in the Legislatures, their judiciary and all other public servants, have been granted substantial increases in wages and salaries. The owners of the Canadian Pacific Railway and the other Railways should not, in our respectful opinion, expect their employees to continue working without any improvement in earnings while employees in "Durable Goods" and in manufacturing generally enjoy a continuous and substantial advance in their earnings. It is apparent, therefore, that no settlement of the present dispute would be fair and equitable unless an adequate upward adjustment in wages were granted.

The question of what that adjustment should be has given the signatories to this report much concern. At January 1956, the "Durable Goods" average was \$1.573 per hour while the non-operating average was \$1.467 per hour. This is a difference of about 10½ cents and would require an increase of over 7 per cent for non-operating employees effective January 1, 1956. The chairman is of the opinion that, while "Durable Goods" should remain as a guide, it is not possible to use it as an absolute standard in disregard of other factors which govern and must govern wage determination. While he recognizes that the wages of the employees of the Railways have remained unchanged since September 1952, it is also a fact that to attempt to establish parity with "Durable Goods" would place far too heavy a burden on the earnings and finances of the Railways. Mr. David Lewis has some reservations on this point but agrees that the proposed recommendations are, in the circumstances, fair both to the employees and to the Railways.

The present hourly rate for Labourer is \$1.22·3 and that for skilled tradesmen \$1.71.

After careful consideration of all the evidence before us we make the following recommendations as to wages, in the belief that during the term of a two-year agreement the settlement proposed will remove part, but not all of the disparity between the earnings of non-operating railway employees and employees in "Durable Goods". In view of the anticipated buoyancy of the Canadian economy, the increases proposed should be within the financial reach of the Railways during the years 1956 and 1957:—

(1) An increase of 6 per cent in the wage rates of all non-operating railway employees effective April 1, 1956.

(2) One-half of this increase to be retroactive to January 1, 1956.

(3) A further increase of 2 per cent effective November 1, 1956, such further increase to be on the wage rates as they were at December 31, 1955.

(4) A further increase of 3 per cent effective June 1, 1957, such further increase also to be computed on the wage rates as they were at December 31, 1955.

(5) The collective agreement to be effective from January 1, 1956, to December 31, 1957, or for a period of two years.

Health and Welfare

The Unions requested that the Railways pay 8 cents per hour per employee toward a non-contributory health and welfare plan which would comprise wide coverage including life insurance, hospitalization, surgical and medical costs, weekly pay during absence for sickness and accidents, and other related benefits. The Railways took the position that, on the whole, the protection requested by the Unions should not form part of a collective agreement. Their spokesman emphasized his opinion that such protection should be the responsibility of the individual employees to obtain in accordance with his particular circumstances, needs and desires. There was a direct implication that the Railways would be ready to facilitate a group protection plan of any sort through the deduction of premiums for the employees, a practice which is already prevalent in several instances on both railway systems, but that the employees themselves should pay for such a plan. The Railways further took the position that the cost of their pension schemes is such that they are justified in claiming that their contribution to the welfare of their employees, of which pensions must be considered to be a part, is already as high as that in outside

industry. Finally, they claimed that the part of their pension schemes which provides that half the pension continue to be paid to the spouse of certain retired employees after their death is, in effect, an important life insurance provision.

In our opinion, the evidence does not permit the acceptance either of the Unions' request as proposed or of the Railways' arguments. The evidence is clear that health and welfare plans have increasingly become an integral part of labour-management relationships and that, in increasing degree, such plans are becoming part of collective bargaining and of collective agreements. The evidence is also clear that such health and welfare plans are present in industry regardless of the existence of and in addition to pension schemes. We find it impossible to accept the proposition that, at this stage of Canadian labour-management relationships, a health and welfare plan is not an appropriate and accepted part of collective bargaining. Nothing in present-day Canadian experience supports the position of the Railways.

In this connection it is of interest to note that Mr. Justice Kellock, in his report on the 1954 dispute, when dealing with the then request by the Unions for paid sick leave, which he rejected, also stated:

I think, however, in view of the current trend in industry towards some form of protection against the misfortune or disaster of illness or injury, the time has come when some contributory plan ought to be instituted for the benefit of railway employees.

With respects, we fully agree with His Lordship. However, the request of the Unions for a non-contributory scheme costing the employers 8 cents per hour, is, on the evidence, far beyond the prevalent practice in industry. The evidence was overwhelming that the most common practice in Canadian industry is a contributory welfare plan, the cost of which is shared equally by employer and employee. We cannot see any justification for recommending in respect of the employees of the Railways a more favourable type of welfare arrangement than that which is prevalent in industry generally. Union spokesmen, as well as the Railways, agreed that it would require some considerable number of months to negotiate and to put into effect an appropriate health and welfare plan. It is obvious that this Board should not usurp the role of the parties and attempt to impose on them any particular form of benefit. These must remain subject to negotiations between them and subject to the wishes of the employees as well as the Unions and the Railways.

After careful consideration of all the factors involved, we recommend that a contributory health and welfare plan be instituted and put into effect no later than January 1, 1957, such plan to cost a total of 5 cents per hour per employee, towards which the Railways would contribute one-half the cost, namely, 2½ cents per hour per employee commencing January 1, 1957.

Statutory Holidays

Most of the collective agreements, with minor exceptions, now provide for the observance of seven Statutory Holidays, namely, New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, and Christmas Day. As a result of the award of Chief Justice Sloan on the 1954 dispute, hourly-paid employees and certain train service employees receive pay for five of these seven holidays when not worked. Since employees, when they work on these five holidays, receive, in addition to a day's pay for the holiday, pay at regular rates for the hours worked.

For the sake of clarity, the Unions' requests for amendments in this sphere may be divided into three parts as follows:—

(1) The addition of an eighth holiday, namely Remembrance Day, to be observed by everybody.

(2) Pay for all eight holidays when not worked to hourly-rated and train service employees who now receive pay for five holidays.

(3) An extra day's pay to monthly-rated employees in a pay period during which one of the eight holidays occurs.

We deal first and very briefly with the third part of the request. Both during the presentations to the Board of Conciliation and during arbitration of the dispute in 1954, the Unions took the position that monthly-rated employees were not paid for holidays observed by them, whereas the Railways took the position that they were, in effect, paid for them by virtue of the fact that their monthly pay was not reduced during a month in which a holiday occurred. This matter was dealt with very thoroughly both by Mr. Justice Kellock in his conciliation board report and by Chief Justice Sloan in his arbitration award. Both the learned justices reached the conclusion that monthly-rated employees were, in effect, paid for statutory holidays not worked by virtue of the fact that their monthly pay remained unaffected by the occurrence of such a holiday.

The very way in which the Unions phrased their present request on this point

emphasizes the correctness of the conclusions reached by their Lordships. The Unions do not simply request that employees on monthly rate be given eight holidays off with pay, they are, by the circumstances, constrained to phrase their request in the form of an extra day's pay during a month in which a holiday occurs. This hardly meets the accepted philosophy behind payment for statutory holidays, namely, compensation for earnings otherwise lost through the occurrence of the holiday.

Without going into any further detail, we are respectfully of the opinion that the conclusion reached by Mr. Justice Kellock and by Chief Justice Sloan should stand and suggest to the Unions that this matter should be considered settled. Thus, in the opinion of the Board, the request for an extra day's pay to monthly-rated employees during a pay period in which a holiday occurs cannot be justified and should not be granted.

On the evidence submitted, there is no doubt but that payment for eight statutory holidays is the most common pattern, not only in durable goods but in all manufacturing. In the former, 52.6 per cent of employees enjoyed, as at April 1955, eight statutory holidays and for all manufacturing the figure was 47.3 per cent; 10.7 per cent in "Durable Goods" and 11.2 per cent in all manufacturing enjoyed seven paid statutory holidays. If the two figures are combined we have 63.3 per cent in "Durable Goods" and 58.5 per cent in all manufacturing enjoying seven or eight paid statutory holidays per year. These figures are taken from an Exhibit filed by the Railways (c-71) which also gives the information that the average number of paid statutory holidays for employees for whom information was available at April 1955 was 6.84.

After careful consideration of the evidence above briefly summarized, we recommend the addition of one paid statutory holiday, namely, Thanksgiving Day, during 1956, and the further addition of one statutory holiday, namely, Victoria Day, during 1957, both of which are now observed but not paid for. These additional paid statutory holidays are to affect all the employees who now receive pay for five statutory holidays and payment should be on the same basis as that used at the present time both as to holidays worked and not worked.

This recommendation seeks to close the gap in two stages. It means, in effect, that during 1956 the employees before us would receive pay for six statutory holidays and, during 1957, for seven such holidays.

Conclusion and Summary

Precisely because of the basic importance of the railway industry to the whole Canadian economy and to the welfare of the Canadian people we deem it our duty, as representatives of the public, and consider it to be the duty also of the Railways and of their employees, to seek a peaceful settlement of their dispute. In the opinion of the Board it will prove most difficult to find a basis for peaceful settlement unless the Railways are prepared to recognize that their employees are entitled to earnings which reflect a just and appropriate relationship to those which they themselves considered in the past to be the most nearly comparable group in outside industry, namely, the "Durable Goods". Similarly, the Unions must be prepared to acknowledge and to give weight to the particular problems at present confronting the Railways of Canada. In the recommendations which we respectfully make for the peaceful settlement of the present dispute, we have sought to give weight to both these considerations. This is not a Board of Arbitration nor a Royal Commission. Our recommendations are made solely in the interest of providing a basis for settlement. We urge the parties to accept our proposed terms of settlement which upon examination we believe will prove to compare favourably with the current pattern of settlements in industry generally.

The recommendations may now be summarized as follows:

(1) That the parties sign a collective agreement to be effective for two years from January 1, 1956, until December 31, 1957.

(2) That effective April 1, 1956, the non-operating employees before us receive a wage increase of 6 per cent of their rates as they were at December 31, 1955, half of said 6 per cent to be retroactive to January 1, 1956.

(3) That effective November 1, 1956, there be a further wage increase of 2 per cent on the rates as at December 31, 1955.

(4) That effective June 1, 1957, there be a further increase of 3 per cent on the wage rates as at December 31, 1955, to remain effective until the termination date of the agreement.

(5) That effective January 1, 1957, a health and welfare plan be instituted for the employees before us, on a contributory basis, costing in total 5 cents per hour per employee, toward the cost of which the Railways are to contribute 2½ cents per hour per employee commencing January 1,

1957, the details of such plan to be negotiated by the parties by said date.

(6) That all the employees who now receive pay for five statutory holidays receive pay for a sixth holiday, namely, Thanksgiving Day, during 1956, on the same basis as they now receive it for the five holidays.

(7) That all the employees referred to in the immediately preceding point receive

pay for a seventh statutory holiday, namely, Victoria Day, in 1957, on the same basis.

All of which is respectfully submitted.

(Sgd.) ERIC G. TAYLOR,
Chairman.

(Sgd.) DAVID LEWIS,
Member.

Dated at Toronto, Ontario, this 9th day of April, 1956.

MINORITY REPORT

The Conciliation Board in this matter was established pursuant to certain wages and other demands made by a group of unions representing about 91 per cent of the non-operating employees of the Railways above mentioned.

The total number of non-operating employees on these Railways amounts to 141,744 (based on average monthly counts for the 12 months ending September 30, 1955). Of these, 128,315 are organized and represented by the unions, while 13,429 are not so organized. (See Appendix 2 produced by the unions, as corrected.) Together they comprise 78 per cent of all railway employees.

For purposes of this report, where non-operating employees are referred to by the abbreviation "non-ops", reference is made to the whole group of 141,744. I see no practical or useful way to deal with the issues in dispute except to deal with these employees as a group. It is obvious that any changes in wages or other benefits would have to be extended to the unorganized as well as to those represented by the Unions.

The Unions' demands can be summarized as follows:—

1. *Wages*—An increase of 18 per cent.

2. *Welfare*—A payment of an amount equivalent to 8 cents per hour, to be used in purchasing a wide range of insurance, hospitalization, surgical, medical and sickness benefits.

3. *Statutory Holidays*—Three additional paid statutory holidays to the five already enjoyed and payment of an extra day's or extra days' pay to monthly rated employees in any month in which a holiday or holidays occur.

The Railways' position with respect to the three demands is that in each area—wages, welfare and paid holidays—the employees are fairly and adequately compensated, taking all relevant circumstances into account, and that no increases are justified at the present time or for the next contract period.

These demands, if allowed in full, would involve a cost of some 37 cents per hour or a 25 per cent increase in the average hourly earnings of the "non-ops" employees.

To show the fantastic nature of these demands in dollars, the Railways produced Exhibit C-39. The figures in this exhibit were not questioned during the hearings. In summary they are as follows:

Cost of 1 per cent wage increase to all non-ops	\$ 4,352,900
Extended on basis of 18 per cent demand	78,353,000
<hr/>	
Statutory holidays, including 3 additional for hourly rated and bonus of 8 for monthly paid, would amount to ..	8,951,000
Welfare Plan as proposed	23,973,000
A total for this "non-ops" group of	\$ 111,277,000

As no question of differentials between this group and other railway employees was raised by the Unions, it is in my mind a fair assumption that the Unions take for granted that the Railways would not change those already existing. On this basis, if the demands as made were extended to all railway employees, we would arrive at the staggering sum total of \$159,406,000.

If any comment is needed to show how utterly unrealistic such a demand is, we need go no farther than to compare the figure with the combined net rail income for Canada's two major railways, CNR and CPR, for 1955, which totalled \$69,000,000.

Sometimes these wage demands are referred to as getting a bigger slice of the "pie" but in this case the Unions want all the "pie" plus one whole "pie" that is not there, and then some.

It is true that before the Board Mr. Hall, representing the Unions, stated that some concessions could be made in the welfare demand, what these were he did not say; so the above figures could perhaps be modified to the extent of whatever part of the \$23,973,000 Mr. Hall had in his mind as a concession.

These demands were served upon the Railways in November 1955. Negotiations between the parties were unsuccessful and

the present Board of Conciliation commenced its hearings on January 30, 1956.

A mass of evidence and argument was put before the Board, involving some 1,500 pages of transcript and over 90 exhibits, some of which covered many pages.

I shall endeavour to deal with the three heads under which the demands fall in the inverse order to that in which they are mentioned above.

Statutory Holidays

The hourly paid "non-ops" now have five paid statutory holidays. The demand is for three more holidays for this group and for acceptance of the rather startling proposition that the monthly paid "non-ops" should receive a "bonus" of a day's pay (although it is not referred to by this term by the Unions) in any month in which a holiday occurred. If one or more additional holidays occurred in any month, of course, the "bonus" would be increased accordingly.

This same demand on a larger basis, i.e., for eight statutory holidays and other benefits, was made before Mr. Justice Sloan, acting as an arbitrator. Its whole justification was carefully considered by him and, in an award dated November 19, 1954, effective January 1, 1955, Mr. Justice Sloan, for the reasons set out in his award (which I shall not attempt to set out here), awarded this same group of employees five paid statutory holidays to the hourly-paid group and held that the monthly paid employees were already being paid for statutory holidays not worked. Mr. Justice Sloan also granted certain increased vacation benefits. With the paid holidays, he estimated the total cost of his award at \$6,931,000.

The significant part of the award, however, as it may affect these proceedings, is the penultimate paragraph thereof, and I quote:

The implementation of this award will, in my view of the evidence, remove *under presently existing circumstances*, in great if not total measure, the disparity in working conditions now operating against those Railway employees to whom it applies. (*Italics mine.*)

Mr. Justice Sloan was referring to circumstances existing as of January 1, 1955. In my opinion the onus was on the Unions to show this Board either—

(a) that circumstances had changed in the period since January 1, 1955, with respect to statutory holidays in Canada as a whole; or

(b) that some new evidence which was not made before Mr. Justice Sloan would now justify this demand.

Neither of these alternatives was established and I would therefore recommend no change on the present basis of awarding paid statutory holidays.

Welfare Benefits

The employees ask for an amount of 8 cents per hour to purchase certain non-contributory broad life insurance, hospitalization, medical, surgical, sickness and accident benefits, the total cost of which would be, as is pointed out above, some \$23,973,000. This is the amount that Mr. Hall intimated the Unions would make some concession on. Generally such a demand is made on a basis of certain specific and desired coverages, whose cost is then estimated after an exhaustive survey of the risks to be covered. On being questioned as to the rather unusual form of the demand, Mr. Hall excused this by saying that no real negotiations had taken place between the parties on this score. An estimate prepared by some alleged but unnamed insurance specialists was placed before the Board giving the probable cost of a long list of benefits. The value, if any, of this document, prepared with none of the pertinent facts available as to proportion of male to female, married to single, age groupings, etc., is very doubtful to say the least.

In my opinion, the matter of fringe benefits, including pensions and other welfare items, from the point of view of cost to the employer and what actually is obtained therefrom by the employee, must be looked at as a whole. If the whole benefits received and the total cost are comparable to the highest industrial standard offered for comparison, then there would seem to be no justification to say that one or other of the long list of the items which are covered to a larger or less degree elsewhere, if missing, must therefore be added to the total cost of the package, whatever the total cost may have advanced to at that time.

This is the position taken by the Railways with respect to this demand, and I quote from the Railways' summation, p. 59:

It is the position of the Railways therefore that in the field of welfare benefits, the employees of the Railways are now in a preferred position even comparing them with the leaders in the community, that is, durable goods.

The Unions attempt to justify their demand on a comparison with durable goods and all manufacturing, but even their own exhibits showed no justification whatever for the position taken that any such

plan, even if justified by all other circumstances, should be on a non-contributory basis.

The Railways at the present time are contributing more to the general area of fringe benefits by pension benefits than the total average cost to the employer in durable goods. Durable goods is mentioned as having probably the highest average cost level in all industry. However, I do not wish to infer that durables on any score are a proper or just comparison with the railway industry for the reasons I mention later on in this report. Nevertheless, if the very highest existing level of fringe benefits that can be found is exceeded in cost by what the railway employees are now getting, the proposition advanced by the Railways must, in my opinion, be maintained.

In this connection the Railways produced Exhibit C-66, which was a study prepared by this same group of Unions for submission to the Sloan arbitration late in 1954. This study shows that the average contribution made by durable goods to health and welfare benefits was 2·7 cents per hour. Added to this was an estimated cost of life insurance benefits of ·6 cents per hour. These two items add up to 3·3 cents per hour.

A further item of the fringe benefit group is, of course, pensions. A detailed study of pension plans in industry was not available; at least none was produced by the Unions. However, one of the Railway witnesses did produce a study of pension costs in nine of the leading companies in the durable goods conglomeration. The combined average cost for these nine companies was 7 cents per hour. The Economic Research Branch of the Department of Labour, in a publication setting out the situation as of April 1, 1955, shows that out of 2,817 establishments covered involving 387,550 employees, only 58·3 per cent had pension plans in effect covering plant employees. Therefore, adjusting the 7 cents above mentioned for this ratio, the average pension cost in the large sample covered results in a figure of 4·1 cents per hour. This, when added to the 3·3 cents results in a total cost for all welfare benefits in durables, including pensions, of 7·4 cents per hour. This must be compared to the Railways' proven contribution to pensions of just over 11 cents per hour, which, as the evidence also shows, has not yet reached its peak. In other words, over a period of years this 11 cents plus will increase until a balanced level is reached.

Without going into detail, an important and unusual feature of the Railways' pension plan is certainly the survivorship

benefits. These no doubt contribute in some measure to the high cost but, where they apply, give all the protection and in a larger measure than is ordinarily provided by relatively small amounts of life insurance coverage in other welfare plans.

These survivorship benefits provide for a pension to the wife if the husband dies in service or after retirement on pension.

Mr. Gossage, at Vol. 3, p. 216, of his evidence, pointed out in this connection that, as an example of this feature of protection to surviving widows, since January 1, 1953, when it became effective under CPR plan alone, 296 widows are receiving pensions which average \$63.90 per month. Based on the average age of this group and Government annuity tables, the average capital value of the actual payments would be a sum of \$12,238. I merely cite this as an example of how far ahead this is of the usual \$2,000 to \$3,000 life insurance coverage under welfare plans in industry, when they exist at all.

The railway employees are therefore receiving benefits in the fringe benefit area which are more costly than any known elsewhere in Canadian industry, at least as the facts presented to the Board would show. The fact that this high cost and high benefits have in the course of time been restricted to a certain part of that area rather than being spread more thinly over the entire area does not in any way lessen, in my opinion, the validity of the Railways' position, that they are, if anything, out in front as regards the cost and amount of fringe benefits furnished to their employees.

For the foregoing reasons, I would recommend no change to present conditions with respect to this demand of the Unions.

Wage Demand

In February 1953, the employees now before this Board agreed to a wage settlement effective from September 1, 1952, to December 31, 1953. From that date to November 1955, *no demand for a wage increase* by this group was made on the Railways.

This to me is a very significant fact.

At Vol. 1, p. 54, of the transcript, appears the following exchange between Mr. Hall, spokesman for the Unions and Mr. Taylor, Chairman of the Board:

Mr. Taylor—Not only was there no increase put into effect but none was demanded.

Mr. Hall—That's right. We asked for it in terms of fringe benefits.

This request culminated in Mr. Justice Sloan's report granting paid statutory

holidays and improved vacation benefits, effective January 1, 1955.

In my opinion, this disposes completely and effectively of any claims by the Unions that their wages "stagnated" during the period prior to January 1, 1956, or that any lag occurred which could be said to have an unfair or adverse effect on the agreed-upon wage levels.

As I have pointed out above, the present wage demand was served on the Railways only in November 1955.

The Unions' submission to this Board is that wages of non-operating employees should be measured by the standard provided through comparison with wages in that statistical industrial conglomerate known by the Dominion Bureau of Statistics as "durable goods industries" (Unions' submission U-7, p. 14). The Railways' position is that there were fundamental and basic differences between the railway industry and durable goods industries and that durable goods industries could not form an acceptable basis for a just determination of wage levels in the railway industry which must serve all Canadians in all parts of Canada.

The Railways, as they state, for the first time made a detailed analysis of the basic differences between the railway and durable goods industries. A review of earlier decisions of arbitrators and conciliation boards dealing with railway disputes, in one of which I participated, shows some concern at fixing railway wages in relation to wages in durable goods industries. It is unfortunate that the railways did not make this detailed analysis of differences previously, but that is what occurred.

Even though as a member of the 1952 Board I participated in using a comparison with durable goods, I am convinced in the light of the facts brought to the attention of this Board that such a comparison is erroneous. Having come to this conclusion, to continue such a comparison in this dispute would merely be perpetuating an error; certainly no doctrine of *stare decisis* is applicable under the circumstances in these proceedings.

The most important difference between durables and the Railways in my view is that railway employees work throughout Canada and are not concentrated in high-wage areas as is the general pattern in durable goods. Railway workers are to be found in all provinces. Exhibit C-50 shows that in the Maritime Provinces, the Railways had 12.1 per cent of their employees as compared with only 4.3 per cent of durable goods employees. In the Prairie Provinces, the Railways had 29.1 per cent

and durables only 5.5 per cent. In Ontario, where durables had 56.8 per cent of their employees and the railways 24.8 per cent, durables were generally concentrated in the high-wage area of Southern Ontario, while railway employees were spread throughout the province. Again, as was shown in Exhibit C-50, 39.2 per cent of non-operating railway employees work in rural communities or small centres as compared with only 26.5 per cent of durable goods employees. It must be remembered that railway wages are uniform throughout the country, which is in direct contrast with the situation in durable goods. Outside the railways, differences in wage levels even for the same work in the same industry and, indeed, in the same company are dependent generally speaking upon the locality.

Another important difference arises from the fact that the railway industry is a service industry while the industries comprising durable goods are production industries. From this basic difference in the nature of the industries, a number of important dissimilarities emerge. Outstanding is the proportion of revenues that is taken for wages. Exhibit C-49 sets up this condition most clearly. Railways throughout the period commencing in 1945 until the present have had an extremely high ratio of payrolls to total receipts. In 1954 this was about 55 per cent. For durable goods it was only 26 per cent. The evidence shows that in the post-war period railway payrolls have been taking a growing proportion of revenues. In durable goods industries the proportion has remained almost the same. As a result, the cost impact of wage increases on the railways is much more severe. To offset a given percentage increase in wage costs, the Railways would have to increase their prices more than twice as much as durable goods industries (Vol. 1, pp. 80-81).

As a service industry, in contrast to a production industry, a much higher proportion of labour expense in the Railways must be devoted to maintenance work. About 40 per cent of railway revenues are taken up in maintenance work (Vol. I, p. 82). Maintenance work, in many cases, must be done on a job basis and does not permit of the savings arising from the mechanization of the repetitive processes of manufacturing.

The Railways produced Exhibit C-48, comparing the movement since 1939 of prices in various sections of durable goods industries with the Railways. Over this period there is no doubt the durable goods industries have been able to raise their prices to a greater extent and with less

difficulty than the Railways; and the Railways have now proved that their ability to adjust prices is severely restricted by intensive competition on a broad front. I was impressed with the serious restriction on the Railways' ability to adjust prices arising from growing highway competition. The impact of this competition was clearly shown in the traffic evidence submitted by the Railways. The change in the situation since 1952 is marked. In 1953, the Railways before the Board of Transport Commissioners estimated that general freight rate increases could yield a total of \$75 million per annum for Canadian National and \$56 million per annum for Canadian Pacific (Vol. IV, p. 247). Compared with this, the maximum possible yield from general freight rate increases at the present time is \$20 million per annum for Canadian National and \$15 million for Canadian Pacific.

The Railways have found by experience—and this was demonstrated by reference to specific cases—that if all traffic is made subject to general rate increases some is lost forever. Even where traffic could be regained, it was proved that sometimes it was necessary to reduce rates to a level even lower than had existed prior to the increase being put into effect. Undoubtedly the Railways will be able to increase their revenues to some extent on traffic to the United States, or related to United States rates. The rates on this traffic were increased effective March 7, 1956. An estimate on a full year's basis of the increased revenue from this traffic has been given at \$6 million for Canadian National and \$6½ million for Canadian Pacific. That gives a total possible increase in revenue from freight rate increases of \$26 million for Canadian National and \$21½ million for Canadian Pacific. This should be contrasted with total revenues of over \$600 million for Canadian National and over \$400 million for Canadian Pacific and represents an increase in total revenues of from 4 per cent to 5 per cent only.

The difficulty of the Railways in adjusting prices and the large proportion of revenues taken up by payrolls are reflected in the inadequate rate of return of the Railways. This is in strong contrast to the situation in durable goods. In recent years, the rate of return in the railway industry (Exhibit C-41) has been below 2 per cent and for Canadian Pacific has not exceeded 3 per cent. The rate of return in durable goods industry has been around 12 per cent. While the Railways did not contend that they should have a rate of return equal to durable goods, they

did contend that their present return was most unsatisfactory and that it made a comparison between the railway industry and durable goods grossly unfair.

The Railways introduced evidence of other dissimilarities which must not be overlooked and which support the fact that no proper comparison can be made with durable goods. I shall not refer to these except to note the marked difference in both annual revenue per employee and capital investment per employee in the railway industry as contrasted with durable goods industries. The Railways, in Exhibits C-55 and C-56 and in evidence dealing with these exhibits (Vol. III, pp. 133 to 142), showed that they were under a disability in the revenue associated with each employee and the capital associated with each employee as compared with durable goods. The absolute level of revenue per railway employee in 1945 was far below that in durable goods. Since then the rate of growth for the railways has been much less in spite of the fact that they have increased their investment per employee much more rapidly than have durable goods industries. This is summed up as follows (Vol. III, p. 142, 1. 31):

This is we have a situation that our revenue per employee is low, our initial investment per employee is very high and the rate of new investment that is required is also very high and yet we are not getting the increase in revenue per employee that we would look for to carry this investment. From this it should also be obvious why the railways should be unable to increase the wages of their employees in the same proportion as these durable goods industries in which the inherent cost factors of producing revenue are so much more favourable.

In the arbitration of 1950 (p. 10) reference is made to the fact that in comparing non-operating employees with durable goods, the highest-rated railway employees are not included. In the present case, however, the Railways introduced evidence to show a comparison under existing rates between all wage-earners in the railway industry and all wage-earners in the durable goods industries. To make this comparison, the Railways (Vol. IV, p. 204, 1. 4) eliminated from the non-operating group the clerical and supervisory employees who are not included in the durable goods average hourly earnings for wage-earners. They then added the wage-earning employees from the operating group in order to make a segment of wage-earners covering a similar range. Here again, for the first time, the Railways introduced new facts that compel consideration. The calculation provided shows, after the necessary adjustments are made, the average hourly

earnings of railway workers for the 12-month period ending September 30, 1955, would be \$1,598 compared with the average in the same period of durable goods industries of \$1,549, a difference in favour of railway workers of about 5 cents per hour. If the comparison is made with the December 1955 figure for durable goods of \$1,574, the difference remains in favour of the railway worker by some 2 cents per hour. I agree with the position taken by the Railways that a comparison between durable goods and non-operating employees for purposes of wage determination is improper, but I also conclude that if the relative position of the two groups of workers is to be considered in any way, the same range of workers in the railway industry must be looked at as is covered in the published figures for wage-earners in durable goods. Comparisons that have been made in the past have not made this logical and necessary adjustment.

The outstanding fact, in my opinion, in dealing with wage questions in the railway industry, is that there is no group that is comparable to railway workers. As has been said, the railway industry in Canada is a unique industry. The breadth of its operations and the fact that it has uniform rates across the country cannot be overlooked. While it does employ substantial numbers of craftsmen and labourers, who have their counterpart in industry, at the same time it employs many classes that do not have any counterpart in industry, for example, telegraphers and porters and running trades employees. The range of skills in the railway industry is very wide, as wide as the range of skills in the whole working population of the country.

In my view the railway industry cannot be compared with any small group. The fact that it has approximately 200,000 employees makes comparison with a limited group dangerous in itself. It seems clear to me that if the railway industry as an industry cannot be compared with any industrial group, then it is equally wrong to compare a group such as the non-operating employees with any industrial group. Non-operating employees, as I pointed out above, comprise 78 per cent of all railway employees and contain large numbers of employees who have no counterpart in industry, as the Unions recognized (Vol. I, p. 60, 1. 32).

In spite of the unique nature of the railway industry, which must necessarily affect its employees, a standard by which to judge the fairness and reasonableness of all railway wages was put forward by the Railways. In the very nature of

things, any standard applied to railway workers must have some disabilities. Only two standards were before the Board for consideration. I have dealt at length with why I cannot accept durable goods as a standard. The standard advanced by the Railways was as unique as the industry itself, in my experience, but, after giving the matter very careful consideration and recognizing the disabilities the criterion advanced by the Railways has, I believe that it does provide a more appropriate basis for testing wage levels in the railway industry than does durable goods. The railway criterion recognized that railway wages must meet a standard of adequacy and any excess over that standard must be governed by the ability of the industry to pay. The standard of adequacy advanced by the Railways for all railway workers was the average of all paid workers in the community from the highest to the lowest.

All railway workers were not before us; only the non-operating employees were before this Board. I do think it important to emphasize the necessity of treating all non-operating employees as a group, as I point out above. Any attempt to distinguish between the organized and unorganized employees in this group is unrealistic.

It was pointed out during argument that the proper comparison for a test for adequacy was all railway employees compared with the national average and this comparison was appropriate even though the Board was dealing only with the non-operating employees, because no claim for adjustment in the relationships between the wages of the various classifications of railway employees had been made—that is, the Board was not asked to consider any claim for adjustment of differentials between the non-operating and operating employees. Consistent with this, the employees made clear that their demands were so framed as to maintain existing differentials within the non-operating group itself (Vol. I, p. 123, 1. 10).

It was pointed out by the Railways (Vol. IV, p. 80, 1. 12) that "... should the average for all railway employees be below the community average there would be no doubt that the non-operating employees as part of the railway industry were failing to meet the test of reasonable standard of adequacy". If all railway employees fell below the national average for paid workers in Canada, then existing wages for non-operating employees would not be fair and reasonable.

The facts were developed in detail. Exhibit C-54, which was prepared by the Railways at the request of the Chairman,

showed that for the 12 months ending September 1955, paid workers in the labour force in Canada had average annual earnings of \$3,011 while all railway employees excluding executives and officials earned \$3,375. At the request of the Chairman, the Economics and Research Branch of the Department of Labour under date of February 22, 1956, prepared a statement showing the average earnings of paid workers in Canada by months over a period of years. Taking the last 12 months available, that is, from December 1954, through November 1955, the annual average earnings for all paid workers in Canada are \$3,019. Using this latter figure in comparison with all railway workers, even excluding executives and officials, we find that railway employees are \$356 higher than the national average. That existing wages in the railway industry meet a reasonable standard of adequacy is demonstrated by this comparison.

While the standard of adequacy arising from a comparison with the average of all paid workers in Canada is a standard primarily for application to all railway workers, nevertheless, as stated by a witness for the Railways, it would be "... a very desirable objective that the segment of employees before this Board should be maintained on a reasonable comparison with that standard" (Vol. IV, p. 64, 1. 16). I agree with the witness that bringing about this desirable end depends on the ability to pay of the Railways. I will deal with this point later; but leaving it aside for now, it was demonstrated to my satisfaction that even the non-operating segment of railway employees is receiving wages which place these employees within a fraction of 1 per cent of the average of all paid workers in Canada.

As I have said, the annual average earnings for all paid workers in Canada in the period from December 1954 through November 1955 is \$3,019. This figure of annual average earnings includes an allowance for income in kind, such as meals and living accommodation. The Railways provide living accommodation on a free or reduced cost basis to a number of their employees and also provide other types of accommodation to some of their employees and free meals or meals at less than cost to other employees. None of these are reported in railway employees' earnings and the railways did not attempt to place a money value on all of them.

During final argument the Unions informed the Board that they had consulted the Department of Labour and the result of their investigation was that income of

all paid workers included a certain amount for payments in kind which would be small and was estimated by the Department at 1 per cent. If income in kind is eliminated from the community average by deducting the 1 per cent, that is, \$30, it becomes \$2,989.

As I intend to make a strict comparison of the community average with the non-operating group to ascertain whether the desirable objective referred to by the Railways' witness mentioned above does exist at current wage rates, it is necessary to remove from the community average all railway workers. The effect of railway workers on the national average, the Board was informed, was to increase it by \$20. If this sum is deducted from the adjusted average of \$2,989 it becomes \$2,969.

During the hearings before the Board there was considerable discussion of the male-female ratio in the community average as compared with railway workers. A railway witness said that it was the only major dissimilarity and it was not important in the light of offsetting factors. These offsetting factors were developed and I will deal with them later.

The proportion of female employees in the non-operating group of railway employees is not clear. The Unions made a study covering the organized non-operating employees and found that in this part of non-operating employees the proportion of women was 3.6 per cent. In 1952 the Hon. Mr. Justice Kellock and myself found that there were approximately 7 per cent females among non-operating employees. That is, when the organized and non-organized are added together—and this, as I said earlier, in my view is essential—the proportion of women rose to approximately 7 per cent. The railways in the present proceedings did not present a study of the proportion of females in the non-operating group. A witness for the Unions, however, stated that, while he did not know of the study on which the 1952 finding was based, it was to his knowledge that since 1952 no greater proportion of females was laid off than anybody else (Vol. IV, p. 286, 1. 29; p. 287, 1. 1).

Under the circumstances, I think the benefit of the doubt should be given to the Unions and I am therefore accepting 6.5 per cent as the proportion of women in the non-operating group.

The Unions supplied data which showed that in the community average the proportion of women was 27.3 per cent. It can be seen from Exhibit U-18, p. 11, that women in full-time employment earned 51

per cent of men's annual income. This is a 1951 study but is the best we have. If adjustments are made in the community average to reflect these facts so that the community average can be expressed as the amount that would have been earned by all paid workers if the ratio of male-female in the total working force in Canada was the same as the ratio of male-female in the non-operating group, the community average becomes \$3,320. This is the figure which may be compared with railway non-operating annual average earnings to see whether existing wage levels meet the desirable objective referred to earlier; but before this can be done, as was pointed out by the Railways, certain adjustments have to be made in the railway earnings to reflect plus factors not reported as compensation.

The Railways supplied a calculation of these amounts. First I think it is necessary to adjust the railway non-operating annual average earnings for the fact that the community average includes executives and technical personnel and the non-operating group does not. To make this adjustment requires an addition to the railway figure of \$75. The latest figure given by the Railways for the non-operating group was for the year ending September 1955, and this was \$3,091. If \$75 is added to this, it becomes \$3,166.

A group of railway employees is paid commissions and the amount so earned is not reflected in the annual average earnings of railway employees. The amount was \$2.6 millions from which certain sums are paid out by the recipients to others. After a liberal adjustment was made of this figure for the sums paid out, it amounted to \$15 for each non-operating employee. Adding this figure to \$3,166 raises it to \$3,181.

In the railway industry employees are granted free transportation and this is used extensively by all employees. A special study was made by the Canadian Pacific as to the value of free transportation in a year. This showed that the value of the transportation per employee amounted to \$120. This, it is interesting to note, was corroborated by a study of the Pennsylvania Railroad which was brought to the attention of the Board by the Unions. In the case of the Pennsylvania the amount was stated to be \$114. The longer distances travelled by the Canadian Railways could easily explain this difference. When the sum of \$120 is added to the figure of \$3,181 referred to earlier, the total becomes \$3,301.

The result therefore is that the adjusted community average of \$3,320 can be compared with the adjusted non-op average of \$3,301, a difference of less than 1 per cent, as I pointed out above.

The closeness of the figures supports the contention of the Railways that existing wages are fair and reasonable and that the Unions' demands for wage adjustments cannot be justified in whole or in part in light of all the facts.

The Railways contend that their employees, including their non-operating employees, are fairly dealt with at existing wage levels and they point out that in the post-war period real wages, that is, what an hour's work will buy, have increased by 25 per cent. They also point out that cost of living as measured by the consumers' price index for the year 1955 is one-tenth of one per cent less than for the year 1952. The Railways point out that in contrast to the increase of 25 per cent in the post-war period in the real wages of their employees, the rate of return on net railway investment had declined sharply (Exhibit C-41).

In the light of the comparison of all railway workers with the national average and the comparison even of the non-operating group with the national average, it is clear that railway wages now meet a basic standard of adequacy.

I am in complete agreement with the Railways' contention that ability to pay must be a consideration in the determination of wage disputes. As the Railways say, ability to pay or its converse must be taken into account. The weight to be given to it, that is, whether it is dominant or secondary, depends on the circumstances. The Railways' position is that any excess over a reasonable standard of adequacy for wages of railway employees must be governed by ability to pay. The Unions take a surprising stand on this issue; they say that ability to pay is relevant in a wage dispute, but inability to pay is irrelevant. The logic of this stand, if any, is difficult to follow.

The financial situation of the Railways was put before the Board in great detail. To say the situation is bad is putting it mildly. In 1955, a good year as far as gross revenues were concerned, the Railways had a smaller return on their investment than the Textile Industry, which is generally considered to be in a depressed condition.

Canadian Pacific, with a net investment of \$1.3 billion, had a return of only 2.8 per cent in 1955—less than that on Government Savings Bonds—while the CNR, in

the period since recapitalization in 1952, have failed to meet their fixed charges by some \$36 million. On this basis the CPR is unable to attract sorely needed investment capital and, under other circumstances, the CNR could not long continue in a situation where fixed charges are not met. An interesting item in this connection appears in the March 25, 1956, issue of *The New York Times*, which shows a sharply contrasting situation in the United States, where, it is pointed out on page 1 of the Financial Section, the nation's railways had a net return of 4.2 per cent. This rate of return on their investment for the CPR or the CNR would, if it could be obtained, completely alter the poor financial situation now existing.

Exhibit C-64 points up this whole situation. It shows, on a basis of 1945 equals 100, that by 1954 the consumers' price index had increased 54.9 per cent and wages for non-operating employees had increased 91.5 per cent, but the rate of return on the rail investment of the CPR had declined by 41.9 per cent to a figure in 1955, as I pointed out above, of only 2.8 per cent.

In this connection also it might be well to take a look at the man who is so often completely forgotten in wage disputes. I refer to the shareholder. After ten years of general prosperity, the shareholder in the CPR is receiving a return on the book value of his investment of only 2.7 per cent and the market price of the stock is only about 60 per cent of its book value.

An interesting example was given to the Board showing in strong contrast how the fortunes of a shareholder and an employee have fared over the years. In 1928-29 the average annual earnings of a sectionman were about \$1,000. This figure is equal to the dividends received at that time on 100 shares of stock at \$10 per share. By 1954 the sectionman's earnings had increased by 153 per cent but, even though the stock was split 4 for 1, the income from the 400 shares had declined by 40 per cent.

The two main causes of the Railways' financial troubles are, of course, the statutory grain rates, fixed at a rate which has not increased for over 50 years, and losses incurred in furnishing required passenger services. The out-of-pocket losses on passenger traffic of the two main Canadian Railways amount to about \$40 million per annum, and, although the Railways are taking vigorous and successful steps to cut this loss, the loss of some \$60 to \$65 million per year as a result of the imposed statutory grain rates is not within the Railways' power to correct.

On the facts presented to the Board, the Railways' relative inability to pay was fully established.

The Railways point out that they are not experiencing any general difficulty in securing employees. They do point out that there are spot shortages. This is not unusual in the Railways' experience or unusual even in highly-rated industries such as durable goods. The turnover in the railway industry is not high compared with the past. Indeed, it is lower than it was in a number of years in the post-war period (Exhibit C-10).

At the request of the Unions, the Board asked the Railways to compare their separation rate with other industries. From the information they were able to secure from the Dominion Bureau of Statistics (Exhibit C-75) it is clear that the Railways' separation rate is lower than in many industrial groups, particularly in the durable classification, and is not higher than any single group.

It may be difficult for railway employees to accept the fact that they are not entitled to a wage increase when many other workers in the community are receiving wage increases. Railway workers, however, must be governed by the conditions that affect the industry in which they work. They cannot be governed either by the most fortunate or the least fortunate workers in the community. The fact is that existing wage levels in the railway industry, while certainly not placing railway workers in the forefront of paid workers in Canada as a whole, do place them above the average. As I have said, even the non-operating group, which eliminates the higher skilled and higher paid railway workers, is so close to the national average that any difference is not significant.

The railway industry must improve its competitive position. To do so, it must modernize its plant and adjust itself to the demands of the shipping public in the light of the competitive situation in which it now lives. This will require the yearly expenditures of further large sums of capital. The railways have improved their efficiency through capital expenditures markedly in the post-war period. This trend must continue. However, until the net earnings of Railways are increased to a more reasonable level, railway workers—and we are particularly concerned with the non-operating group—must be limited by the factual situation that was established before this Board.

At the close of the hearings and after argument, the Board made a vigorous

attempt to reconcile the positions taken by the parties in order to arrive at a mutually satisfactory settlement of the dispute. This effort was ineffective.

For the foregoing reasons and under all the circumstances, I cannot recommend any

wage change for this group in the year 1956.

(Sgd.) PAUL S. SMITH,
Member.

Montreal, March 27, 1956.

Report of Board in Dispute between

Nova Scotian Hotel, Halifax
and

Hotel and Restaurant Employees' and Bartenders'
International Union

During April, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Nova Scotian Hotel, Halifax (Canadian National Hotels Limited), and Local 662, Hotel and Restaurant Employees' and Bartenders' International Union.

The Board was under the chairmanship of A. M. MacIntosh, Barrister, New Glasgow, N.S., who was appointed by the Minister in the absence of a joint recommendation from the other two members, F. D. Smith, QC, and Harold A. Shea, both of Halifax, nominees of the company and Union respectively.

The text of the report is reproduced below.

The Board of Conciliation comprised of A. M. MacIntosh, Chairman, F. D. Smith, QC, Company Nominee, and Harold A. Shea, the Union's Nominee, herein submits its report in the above dispute.

This dispute arose out of a failure of the parties to agree upon amendments to be made to the collective agreement dated October 1, 1953.

Under date of August 2, 1955, the Union served notice on the company by letter of the employees' desire to revise the existing collective agreement. Particulars of the employees' request were as follows:

i. Effective October 1, 1955, rates of pay shall be increased in the amount of fifteen (15) cents per hour applied so as to give effect to this increase in pay irrespective of the method of payment.

ii. There will be established for all employees a work week of forty (40) hours, consisting of five days of eight hours each, with two consecutive days off in each seven; the work weeks may be staggered in accordance with operational requirements; so far as practicable the days off shall be Saturday and Sunday. The hours of work established to create a forty (40) hour work week shall be embodied into and be a part of the collective agreement.

Other suggested amendments to the collective agreement were as follows:—

Article 3, Rule (b)—An employee having sixty (60) days' or less service will be considered as on probation, and shall hold no rights under the promotion rules of this agreement, and if found unsuitable will not be retained in the service of the Company.

Article 8, Rule (a)—An employee having more than sixty (60) days' service will not be disciplined or discharged until the charges against him have been investigated.

Article 12, Rule (c)—To the extent practicable, employees shall not be required to work on the following legal holidays:—

New Year's Day
Good Friday
Victoria Day
Dominion Day
Halifax Natal Day
Labour Day
Thanksgiving Day
Remembrance Day
Christmas Day.

Rule (d)—Section 2. Employees shall be given forty-eight (48) hours' notice of their day off in lieu of a legal holiday.

Article 15, Rule (b)—Section 2. This section to be deleted from the collective agreement.

Article 17, Rule (a)—Section 1. An employee who at the beginning of the calendar year has maintained an employment relationship with the company for fifteen (15) years or more will be allowed three (3) weeks' vacation with pay.

Sick Leave, Rule (a)—An employee having one (1) year's continuous service shall be entitled to sick leave with pay not exceeding six (6) days in any one year. On request of the company, a physician's certificate shall be shown by the employee for such sick leave.

Rule (b)—Sick leave not taken in any year shall not be compensated for but shall

be cumulative up to a total of thirty (30) days in all and may be granted in whole or in part in any subsequent year on presentation to the company of a physician's certificate showing that such sick leave is necessary.

History of Dispute

Owing to the receipts of these demands by the Union the parties met on September 26 but were unable to resolve the issues in dispute. The Union subsequently applied for conciliation services and a meeting with the Federal Conciliation Officer failed to bring about any settlement. The Minister of Labour has therefore appointed this Board to hear the dispute and make its recommendations.

The Board held hearings on the matter on February 1 and 2 at Halifax, during which briefs and rebuttals to same were presented by both parties. In addition to these hearings the Board interviewed both parties separately in an attempt to narrow down the issues between them. As a result of these latter meetings the Union reduced its demands from those as above outlined to the following:—

- (a) A forty-hour week.
- (b) A 3 per cent adjustment of the wage rates for non-gratuity payroll employees.
- (c) Three weeks vacation for employees of fifteen (15) years' service or more.

However, the company maintained their stand that no concessions whatever were justified. The company's representatives agreed to consider a suggestion of the Chairman with regard to a proposed implementation of the forty-hour week. However, this suggestion was in due course turned down and the Board was convened on March 2 to determine its recommendations. It was obvious to the Board that the issues with which the Union were concerned were three in number, namely:

1. Increase in wages.
2. The 40-hour a week.
3. The 3 weeks' vacation of 15-year employees.

This is borne out by their compromise offer above mentioned.

The Board is therefore taking the stand that the original terms of reference have been reduced to these last three mentioned items.

Recommendations

The Board recommends as follows, the company representative dissenting on all points except those where the Board is stated to be unanimous.

1. *Increase in wages*—The Board is unanimous in recommending that no wage increase is justified at this time.

While cognizant of the fact that no general wage increase has been granted to the employees since 1950, nevertheless the wage rates at this hotel are still 30 to 40 per cent higher than those of its main competitors, the Lord Nelson Hotel. It is perhaps at this stage significant to note that the same union represents the employees of both hotels.

Since the conclusion of the last agreement with the Union in October 1953, the level of prices has been rather stable. In the City of Halifax the consumer price index, which was 114.0 on October 1, 1953, rose only slightly to 114.7 as of December 1, 1955, according to figures released by the Dominion Bureau of Statistics. In other words the cost of living in the City of Halifax is for all practical purposes the same now as it was in 1953, when the present agreement was signed.

2. *40-Hour Week*—According to the company's submission, 92.4 per cent of employees covered by the collective agreement now work an average 44-hour week on a 5½-day-a-week basis or on an alternating 5 and 6-day week of 40 and 48 hours respectively. The remaining 7.6 per cent of employees, comprising maintenance personnel, now work a 40-hour week.

Several objections were made to the implementation of the 40-hour week by the company.

It was contended that no other hotel in the Maritimes has such an arrangement. However, this fact in itself is not sufficient to justify a refusal of this item. The answer must be found in the question as to whether or not the suggestion is a reasonable and acceptable principle and does not impose too heavy a financial burden on the company involved. It cannot be argued that the 40-hour week is not more or less an established principle in business and industry today. Nor can it be argued that the 40-hour week is not in effect in comparable hotels in other areas of the country. Admittedly the hotel business is a 7-day-per-week operation, but this fact in itself is not sufficient grounds to deny the request, as other hotels have overcome this particular problem. The Nova Scotian Hotel employees as above-mentioned presently work a 40-hour week for 50 per cent of their working time. Therefore it would appear that from an administrative viewpoint there can be no valid objection to this request.

From a financial standpoint there is no doubt that this item entails the hiring of additional staff. However, it is not felt that the increased cost involved poses a serious threat to the financial position of

the hotel to such an extent as to jeopardize its competitive position in the hotel business.

On the other hand, as there are problem peculiar to hotel operations in the implementation of the 40-hour week, it is recommended that this arrangement be effective from the 1st of January, 1957. This recommendation is made by the Chairman and Union Nominee, the Company Nominee dissenting.

3. *Three weeks' vacation* for employees with fifteen (15) years' service or more.

The Board is of the opinion that this request is a reasonable one as a reward to employees of long standing. The hotel has been in operation since 1930 and this item covers only 15.1 per cent of scheduled employees or 18.3 per cent of all employees. It would therefore appear reasonable to presume that this percentage figure is a more or less stationary one.

The cost involved to put this request into effect is negligible and no serious attempt was made by the company to deny the request on this account.

The Board has been informed that the schedule of 1956 vacations has already been set down and for this reason the recommendation is to be effective from the 1st of January, 1957.

This recommendation is made by the Chairman and Union Nominee, the Company Nominee dissenting.

All of which is respectfully submitted.

(Sgd.) A. M. MacINTOSH,
Chairman.

(Sgd.) H. A. SHEA,
Member.

March 21, 1956.

MINORITY REPORT

I have signed the Report prepared by the Chairman. As expressly stated therein, I dissent from the recommendations of the Chairman and of Mr. Shea in respect of (a) 40-hour week and (b) three weeks' vacation for employees with fifteen years' service or more, and from the reasons on which each of these recommendation is based.

I am therefore submitting my reasons for my dissent in respect of these two matters in this minority report.

I am of opinion that the adequacy of the wage rates and the fairness of the working conditions at this hotel must be judged by comparison with the rates and conditions prevailing in the hotel industry in the Maritime Provinces. The evidence adduced shows that the rates and conditions at this

hotel are substantially higher than and much superior to those of the rest of the industry in these Provinces.

In these circumstances, I can find no reason why the proprietor of this hotel should be asked to accede to any of the proposals which have been made by the Union.

The Board is unanimous in its finding that no case has been made out for any of the proposals except the one with respect to the putting into effect of a 40-hour work week and the one regarding three weeks' vacation with pay for employees of fifteen years' standing. I concur in all the recommendations of the Chairman and Mr. Shea except those with respect to these two matters.

If the company reduced its work week and maintained the present earnings of its employees, it would, in effect, thereby increase its payroll costs to the extent necessary to pay the wages of the employees who will be required to render service commensurate with the efficiency and standard of service now being rendered. The company has given evidence that this would mean an additional annual expense to it of about \$41,000 and I accept this evidence. A 40-hour week is not in effect in any other hotel in the Maritime Provinces. It is my view that there is no justification for the establishment in this hotel of a 40-hour week when the wages and working conditions are better than in any other hotel in these Provinces. The company should not be saddled with this additional expense which would have, of necessity, a serious effect on its earning power and competitive position.

For similar reasons it is my view that the proposal with respect to three weeks' vacation with pay is unsound. The evidence led shows that there is only one hotel in the Maritime Provinces which grants to any of its employees three weeks' vacation with pay. There is, in my opinion, no reason why the proprietor of this hotel should be asked to agree to this additional concession while its employees are so well treated from the standpoint of higher wages and better working conditions, as contrasted with the other hotels in these Provinces.

I am therefore unable to concur in these two recommendations of the Chairman and Mr. Shea and must dissent from the report of the Board with respect thereto.

(Sgd.) F. D. SMITH,
Member.

Halifax, N.S., March 27, 1956.

Report of Board in Dispute between

Association of Lake Carriers

and

Seafarers' International Union of North America

The Board of Conciliation and Investigation herein met at the King Edward Hotel, Toronto, Ont., on Wednesday, March 14, 1956.

The following were present, namely:—

The Members of the Board: Judge Walter Little, Chairman; Mr. J. Clifford Adams, QC, Companies' Nominee; Mr. John Raymond, Union Nominee.

For the Companies: Mr. E. Macaulay Dillon, QC, Counsel; Mr. Benjamin Lamb, Assistant Counsel; Mr. W. Dunkerley, Personnel Manager, Canada Steamship Lines, Ltd.; Mr. John E. F. Misener, General Manager, Misener Holdings; Mr. C. Gordon Hacquoil, Manager, Steamship Division, N. M. Paterson & Sons, Ltd.; Mr. T. J. Houtman, Personnel Manager, Upper Lakes-St. Lawrence Transportation Co. Ltd.; Mr. J. H. McDougall, Vice-President, Finance, Hall Corporation of Canada; Mr. J. R. H. Robertson, Secretary-Treasurer, Mohawk Navigation Co. Ltd., and Beaconsfield Steamships Ltd.

And for the Union: Mr. Leonard J. McLaughlin, Mr. William Glasgow, Mr. Edward Bedford, Mr. John Stirling, and Mr. H. F. Walsh, Negotiating Committee.

The Board met again in the Mount Royal Hotel, Montreal, Que., on Wednesday and Thursday, March 28 and 29, 1956.

The following were present, namely:—

The Members of the Board: Judge Walter Little, Chairman; Mr. J. Clifford Adams, QC, Companies' Nominee; Mr. John Raymond, Union Nominee.

For the Companies: Mr. E. Macaulay Dillon, QC, Counsel; Mr. W. Dunkerley, Personnel Manager, Canada Steamship Lines, Ltd.; Mr. John E. F. Misener, General Manager, Misener Holdings; Mr. J. McEwen, Representative, N. M. Paterson & Sons, Ltd.; Mr. T. J. Houtman, Personnel Manager, Upper Lakes-St. Lawrence Transportation Co. Ltd.; Mr. C. Anderson, Representative, Hall Corporation of Canada; Mr. J. R. H. Robertson, Secretary-Treasurer, Mohawk Navigation Co. Ltd., and Beaconsfield Steamships Ltd.

And for the Union: Mr. Leonard J. McLaughlin, Mr. Edward Bedford, Mr. J. Hunter, Mr. C. Lee, Mr. J. McGough, and Capt. J. Deslaurier, Negotiating Committee.

Following the presentation of formal briefs by each of the parties, it was evident

During April, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Association of Lake Carriers, Port Colborne (Canada Steamship Lines Limited; Colonial Steamships Limited; N. M. Paterson and Sons, Limited; Upper Lakes and St. Lawrence Transportation Company, Limited; Hall Corporation of Canada Limited; Mohawk Navigation Company, Limited; and Beaconsfield Steamships Limited), and the Seafarers' International Union of North America.

The Board was under the chairmanship of His Honour Judge Walter Little, Parry Sound, who was appointed by the Minister in the absence of a joint recommendation from the other two members, J. Clifford Adams, QC, and John Raymond, both of Toronto, nominees of the companies and Union respectively.

The text of the report is reproduced below.

that many of the numerous issues raised were of such a nature that they could, in normal circumstances, easily be settled by direct negotiations between the parties.

The Companies had presented ten requests for modification or clarification of the former agreements, to which the Union made no detailed reply, and we gained the impression that these matters were either not opposed by the Union or could easily be resolved after the major issues were settled.

Similarly, of the eleven proposals put forward by the Union, all but three of these seemed to be matters which could either be: (a) accepted by the Companies, or (b) matters of no great significance or consequence, or (c) matters which the Union would not seriously press.

The remaining three items which raised issues of considerable difficulty were:—

1. The schedule of hourly rates involving a shift from a monthly basis of payment to an hourly basis of payment, and calling for substantial increases in rates of remuneration;

2. Limitation on hours of work;

3. Increased payment for overtime work.

According to calculations made by the Companies and set forth in their brief, the impact of these three items alone would amount to approximately 98 per cent increase in remuneration of the employees represented by the Union.

Accordingly the Board attempted to persuade the parties to enter into negotiations with respect to these major items with the following results:

The Union insisted that the Companies would have to concede the hourly method of payment instead of the former monthly method before negotiations could commence.

The Companies' Counsel stated that while the Union had not made out a case for any increase in remuneration that the Companies were, nevertheless, prepared to offer a reasonable increase and suggested that negotiations should proceed on the basis that both parties set aside the question as to the method of remuneration—that is, hourly rates or monthly rates—without prejudice to the position of either party on such issue, and attempt first to determine the amount of increase which would be acceptable.

The Companies' Counsel further stated that if the Union was prepared: (a) to admit that some substantial reduction in the total increase demanded would be accepted, and (b) to defer without prejudice to the position of either party the issue of the method of computing the employees' remuneration, that he was prepared to offer and place on the table a proposal for a reasonable increase.

We were unable to persuade the Union to: (a) either defer without prejudice to its position discussions on the method of remuneration, or (b) to indicate even to the members of the Board privately what modifications, if any, in its original proposal it was prepared to accept.

The Union appeared to be under the impression that it would seriously prejudice its position if it were to discuss the amount of total increase without first having obtained the agreement of the Companies to an hourly basis of payment. Without such prior commitment the Union did not appear to be interested in finding out what amount of increase the Companies thought was reasonable.

Under these circumstances the Board could not make any progress towards conciliating the dispute, and, therefore, feel obliged to conclude the proceedings by making this report.

With respect to most of the issues, as indicated above, we do not believe that the parties would have any difficulty in resolving them, and probably any comments from this Board would not assist the parties.

With respect to the three major items referred to above, the material filed with us does not establish any basis upon which

we could make specific or positive recommendations.

These parties have been in contractual relationships for several years and the present remuneration, working conditions and methods of computing pay are all the result of previous collective bargaining between these parties. It would require the most cogent and compelling evidence to justify changes in these arrangements which would amount to approximately 98 per cent of the present labour costs of the Companies involved. We are unable to find such evidence in the material presented to us. On the other hand, the Companies appear disposed to make a reasonable increase. Under the circumstances we do not think it proper to press the Companies to disclose the amount of increase which they consider reasonable.

It is obvious to us that these parties must resume direct negotiations at some time in the near future, and that it is probably better for all concerned if any offer of increase which the Companies might wish to make should be withheld until such time as there is reasonable prospect of direct negotiations being resumed on a normal and usual basis.

All of which is respectfully submitted.

(Sgd.) WALTER LITTLE,
Chairman.

(Sgd.) J. C. ADAMS,
Member.

Dated at Parry Sound, Ontario, this 12th day of April, 1956.

MINORITY REPORT

As a Member of the Conciliation Board appointed to hear the above dispute, having now concluded its investigation, I have the honour to submit the following report:—

Recommendations:

Union Proposal for Implementation of Hourly Rate

It is recommended that on this matter the Union's demands be granted in full. Both on the principal of the hourly method of wage computations and on the actual money demand with whatever increases would entail. It is felt that an employee, having only one thing to sell, which is his labour, the prerogative of the manner of marketing that commodity should remain as a privilege of the employee. The increases sought by the Union in conjunction with the hourly request are justified in view of the present pattern of wage increases in effect across Canada. Therefore the Union Nominee awards this union demand in full.

*Union Proposal for Implementation
of Vacation Pay*

The Union demand as contained in Clause 10 of the union proposals are particularly justified in view of the prevailing national practice, and of the official view of provincial and federal Government, which is reflected in legislation across Canada. Therefore the Union Nominee is pleased to award this demand in full.

*Union Request for Penalty Rates for
Work on Statutory Holidays*

This demand contained in Clause 13 of the union proposals also reflects a desire by the unlicensed personnel to merely fall in line with a well established national practice. This is, the payment of over-time, or penalty rates for work performed on a statutory holiday. Since without this provision there would be little value to the employee in giving contractual recognition to a statutory holiday in the first place, it is without hesitation that the Union Nominee recommends that granting, and award of this demand in full.

Union Request for Other Conveniences

The Union demand as contained in Section (E), Clause 15 of their proposals appears as both justified and sensible. Therefore the Union Nominee is pleased to award the granting of this demand in full.

Union Request for Coffee Breaks

As contained in Clause 17 of the union proposals this demand again reflects a desire on the part of the unlicensed personnel to fall in line with a well established national practice. Therefore the Union Nominee is pleased to suggest that this demand be awarded in full.

*Union Request for Increase in Room
and Meal Allowance*

This demand contained in Clause 19 of the union proposals asks for an increase in the cash allowances for rooms and meals. Testimony at the hearings revealed this section of the agreement has not been increased since 1949. In the face of the present economic picture the Union Nominee has no hesitation in awarding this demand in full.

*Union Request for Increases
in Tank Cleaning Money*

As contained in Clause 23 of the union proposals. Testimony at the hearing revealed that this type of work is

particularly dirty, and actual damage often resulted from it to the clothes of unlicensed personnel who were called upon to perform it. Since there is no other provision made in the agreement for reimbursing personnel for this type of damage to their clothes, the Union Nominee respectfully recommends that this demand be granted in full.

*Union Request for Changes in
Work Practices*

As contained in Clause 26 of the union proposals. The Union has suggested that certain sections of this clause, which has given trouble through interpretation in the previous agreement, be clarified. The suggested changes proposed by the Union would appear to offer a solution and clarification to the sections in question. The position of the personnel in respect to previous work practices is justified, and the matter of abuses leading from it have been amply proven by evidence introduced by the Union at the hearings. The Companies rebuttal was inadequate, and offered no solution, but rather, ground for yet further abuse on the questionable sections. Therefore the Union Nominee respectfully recommends that these Union demands be granted in full.

*Union Request that Overtime be
Adjusted to Hourly Rate*

The Union Nominee respectfully suggests that this demand contained in Clause 27 of the union's proposals be granted in full.

*Union Request for Changes in
Steward's Work Practices*

As contained in Clause 31 of the union's proposals, this demand in its reason is almost exactly similar to the demand in Clause 26 of the union proposals as dealt with above. Therefore, and for the same reasons, the Union Nominee is pleased to award this demand in full.

Changed Wording in Welfare Plan Clause

As contained in Clause 35 of the union proposals, this demand merely modernizes the subject clause for treatment of a "proposed plan" to accommodation of an "existing plan". The Union Nominee is pleased to award this demand in full.

This award duly submitted on April 7, 1956, and I have the honour to remain,

Respectfully.

(Sgd.) JOHN H. RAYMOND,
Member.

Report of Board in Dispute between

Shipping Federation of British Columbia
and

International Longshoremen's and Warehousemen's Union

During April, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Local 510, International Longshoremen's and Warehousemen's Union and the Shipping Federation of British Columbia (industrial first-aid attendants), Vancouver.

The Board was under the chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister on the joint recommendation of the other two members, C. G. Robson and George Home, both of Vancouver, nominees of the Federation and Union respectively.

The text of the report is reproduced below.

The Conciliation Board in this matter, consisting of Mr. F. E. Harrison, Chairman, Mr. George Home and Mr. C. G. Robson, Members, met with representation of the parties concerned at Vancouver, B.C., on March 8, 14, 21, 26 and 27, April 4, 5, 6, 9, 11, 12, 13 and 16.

The submissions of the Union were presented by Mr. John Berry, International Representative of the International Longshoremen's and Warehousemen's Union, assisted by representatives of Local Union 510. The submissions of the Shipping Federation of British Columbia were presented by Mr. J. A. Bourne, Counsel, and Mr. H. W. Gordon, Assistant General Manager, and members of the executive committee.

The requests of the Union with respect to the proposed renewal of their collective agreement, as presented to the Board, were as follows:

1. That the wage rate be equal to that of longshoremen; at the present time, this would involve a wage of \$2.19 per hour, effective September 30, 1955, the termination date of the existing agreement.

2. That the working hours of industrial first-aid attendants be governed by the provisions as to the minimum and maximum hours of those of longshoremen.

The Federation, at a meeting held by the Board, offered an increase of eight cents per hour above the present basic wage of \$1.70 per hour but the Federation said that they were unable to agree in the circumstances to payment of retroactive pay.

In regard to the questions of working hours and accommodation for first-aid attendants working on deepsea vessels, the

Board suggested that representatives of the Shipping Federation and Local Union 510 should confer with a view to concluding a mutually satisfactory adjustment of these items. This was eventually done, and an agreement was concluded between the parties concerned (Exhibit "H") and will be contained in a new contract when it is consummated.

The findings in this matter are unanimous, and the Board recommends that the parties concerned should conclude an agreement upon the following basis:—

1. That the basic wage rate be \$1.85 per hour effective April 30, 1956.

2. That the term of agreement be for three years from April 30, 1956.

3. That the basic wage rate of the first-aid attendants shall be established at a fixed differential of 34 cents per hour with the basic wage rate of the deepsea longshoremen and will remain at this fixed differential for as long as the duties and responsibilities of the first-aid attendants remain as set forth in the existing agreement, or as otherwise mutually agreed upon. The basic wage rate in the future will be automatically adjusted to an amount equal to the amount adjusted (if any) in the deepsea longshore wage rate, including any adjustment in the base wage rate resulting from the present negotiations between the Federation and the ILWU deepsea longshoremen.

4. That the clause concerning accommodation and hours of work as agreed by both parties in the memorandum dated April 4, 1956, be included in the new agreement.

EXHIBIT "H"

Accommodation—The employer will assume responsibility for obtaining, where possible, suitable accommodation for the first-aid attendant to properly carry out his duties.

Hours of Work and Work Minima

(a) *Saturday night*—For any work performed after 5:00 p.m. on Saturdays, men shall be paid at double the straight time base rate of pay with a minimum of three (3) hours. Where men working Saturday afternoon continue to work past 5:00 p.m.

(Continued on page 748)

Collective Agreements

Recent Changes in Wage Rates and Other Conditions of Work

84 per cent of a group of recent collective agreements provided for wage increases. Greater proportion of agreements than in last two similar studies provided increases and raises were generally¹ larger

The collective agreements from which the information in this article is taken are part of a sample of 1,000 current agreements maintained in the Economics and Research Branch for analytical purposes. From this sample, 160 agreements, covering 115,518 workers, that became effective between October 1, 1955, and March 31, 1956, have been compared with the previous agreement for wage rate and other changes in working conditions. Other contracts in the sample were renegotiated during the period under review but copies of them had not been forwarded to the Branch in time to be included.

Wages not expressed in cents per hour were converted to cents per hour for purposes of this study. Where increases of different amounts apply to different groups of employees, the increase to the largest number is the one used. A number of the agreements provide for deferred wage increases to take effect at various stipulated times during the life of the agreement. The total amount becoming effective within the first year of the agreement is the amount shown in Table 2.

A study* of recently signed collective agreements shows that 84 per cent provided for increased wage rates. Examined were 160 agreements that became effective between October 1, 1955, and March 31, 1956.

Information on wage changes obtained from a survey of establishments shows that wage increases were granted in one of every four establishments surveyed.

Compared with the findings of the last two similar studies of collective agreements (L.G., July 1955, p. 825, and L.G., Dec. 1955, p. 1389), wages were increased in a greater proportion of the agreements and the amount of increase negotiated was generally larger.

Forty per cent of the agreements provided changes in selected conditions of work, with or without an accompanying increase in wages. This percentage differed little from that for the two previous articles.

*By the Economics and Research Branch.

Eleven per cent of the agreements did not provide for a change in the wage rates or other conditions studied, and represented a considerable decline from the percentage in the earlier studies.

Changes and the frequency of their occurrence are as follows:

—	Agree- ments	Workers Covered
	%	%
Changes in—		
Wage rates.....	83.8	91.8
Vacations.....	23.7	49.7
Statutory Holidays.....	11.9	21.1
Hours of Work.....	14.4	9.1
Introduction of—		
Pensions.....	3.1	1.0
Welfare Plans.....	2.5	0.6
Paid sick leave.....	0.6	0.1

A comparison between the new agreements and their predecessors shows the following types and combinations of changes:

—	Agree- ments	Workers Covered
	%	%
Type—		
Wage change only.....	48.7	41.0
Wage change and change in one or more other items....	35.0	50.9
Change in the other items only	4.4	3.8
No change in wage rates or the other items.....	10.6	3.4
Agreements not comparable.	1.3	0.9

Wage Rate Changes—A reversal of the tendencies revealed by the previous studies is shown by Tables 1 and 2. While the greatest number of wage rate increases remained in the 5 to 9.9 cents per hour range, a much greater proportion of the agreements provided increases of from 10 to 14.9 cents. The proportion of agreements providing wage increases of 15 cents per hour and more increased; the number of agreements providing less than 5 cents per hour and the number of agreements having no change in wages decreased.

TABLE 1.—PROPORTION OF COLLECTIVE AGREEMENTS PROVIDING CHANGES IN WAGE RATES

(In 160 agreements becoming effective between October 1, 1955, and March 31, 1956)

Provisions	All Industries				Manufacturing				Non-Manufacturing			
	Agreements		Workers Covered		Agreements		Workers Covered		Agreements		Workers Covered	
	No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent
Wage rates increased from previous agreement.....	134	83.8	106,077	91.8	74	80.4	50,644	88.8	60	88.2	55,433	94.8
Wage rates unchanged from previous agreement.....	15	9.4	3,208	2.8	8	8.7	1,293	2.1	7	10.3	2,005	3.4
Wage rates not comparable with previous agreement.....	11	6.8	6,253	5.4	10	10.9	9,183	9.1	1	1.5	1,050	1.8
Totals.....	160	100.0	115,518	100.0	92	100.0	57,030	100.0	68	100.0	58,488	100.0

TABLE 2.—WAGE RATE INCREASES IN CENTS-PER-HOUR PROVIDED IN COLLECTIVE AGREEMENTS

(In 134 of 160 agreements becoming effective between October 1, 1955, and March 31, 1956)

Wage Rate Increases	All Industries				Manufacturing				Non-Manufacturing			
	Agreements		Workers Covered		Agreements		Workers Covered		Agreements		Workers Covered	
	No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent
Up to 4.9 cents per hour.....	33	24.6	9,608	9.0	20	27.0	5,639	11.1	13	21.7	3,969	7.2
5-9.9 cents per hour.....	62	46.3	52,709	49.7	37	50.0	36,824	72.7	25	41.7	15,885	28.6
10-14.9 cents per hour.....	28	20.9	36,246	34.2	12	16.2	3,463	6.9	16	26.7	32,783	59.1
15-19.9 cents per hour.....	8	6.0	5,070	4.8	4	5.4	4,699	9.3	4	6.6	371	0.7
20-24.9 cents per hour.....	3	2.2	2,444	2.3	1	1.4	19	0.0	2	3.3	2,425	4.4
Total providing wage rate increases.....	134	100.0	106,077	100.0	74	100.0	50,644	100.0	60	100.0	55,433	100.0

Among workers receiving wage increases, 84 per cent represented by 67 per cent of the contracts obtained from 5 to 14.9 cents an hour.

Of the 134 wage settlements, 80 per cent became effective at the termination date of the old agreement; six made wage adjustments retroactive beyond the termination date of the previous agreement; in 18 the wage increases became effective at or about the time the new agreement was signed; and one contained provision for increases in the future but no increase in the current year.

Cost-of-Living Escalator Clauses—The escalator clause, whereby wage rates are periodically adjusted for changes in the consumers price index, was maintained in seven and introduced in one of 160 agreements examined. Three contracts dropped this type of clause.

Hours of Work—The number of hours of work per week was reduced in 23 agreements covering 10,500 workers. The reductions came into force at the same time as the effective date of the contract in 18 of the 23 agreements. In the remaining five, the reduction was to take effect at a later date.

Hours per week were decreased to 40 from 42, 44 or 45 in seven agreements affecting 2,900 workers. Sixteen other agreements provided for a reduction, but the work week was still above 40 hours. Of the 16, the work week in five was over 40 but under 44, in another five it was 44, and in the remaining six it was over 44.

Statutory Holidays—Paid statutory holidays were increased in number in 19 agreements affecting 24,400 workers. As many as five additional days were provided but increases of one or two days

predominated. Under the new provisions, the number of paid holidays ranged from two to nine days, with eight days being the most common.

Annual Vacations—Provisions for paid annual vacations were changed with greater frequency than were those for paid statutory holidays. Thirty-six agreements, involving 53,800 workers, revised vacation clauses. The revisions affected the length of the vacation period, the service requirements or the rate of vacation pay.

Nineteen agreements affecting 14,900 workers provided for an increase in the length of paid vacations while 24 agreements affecting 48,400 workers contained modifications easing service requirements. Seven contracts covering 9,500 workers included both of the above changes and are therefore counted twice.

The gain in the 19 contracts providing vacations of increased length was generally one week in the maximum allowed. Four-week vacations were introduced in six agreements with service requirements of 15, 25 and 30 years. Annual vacations were extended to a maximum of three weeks in seven agreements. The service requirement for this length of vacation was reduced in 13 others. The service period required to qualify for a second week of vacation was reduced in three agreements.

Rates of vacation pay were increased in six agreements covering 20,700 workers.

Pension and Welfare Plans—Nine agreements covering 1,850 workers included, for the first time, one or more of pension plans, group health insurance, or sick leave. Four provided for a pension plan, three for health insurance, one for paid sick leave and one provided for both a pension plan and health insurance.

WAGE RATE CHANGES FROM SURVEY OF ESTABLISHMENTS

The Economics and Research Branch also obtains information on wage changes through a semi-annual survey of 1,100 establishments. The most recent survey covering the period October 1, 1955, to March 31, 1956, shows that general increases in wages were granted in one out of every four establishments.

More establishments in the sample increased wage rates during the period under review than during the corresponding period of October 1, 1954, to March 31, 1955, and increases also were for slightly larger amounts during the six-month period ending March 31, 1956 (see accompanying statistics).

During the latter period, more than 50 per cent of the general increases ranged

between 5 and 10 cents. In several cases where general rate increases were for amounts in excess of ten cents per hour, the number of standard hours per week was also reduced.

Most of the establishments replying to the survey (76 per cent) granted no general increase in wage rates to non-office employees in the period under review. It should be noted, of course, that many firms deal with wages (through collective bargaining or otherwise) at other times of the year than in the six-month survey period. No general decreases occurred in the period under study.

The survey was based on a sample of about 1,100 establishments across Canada,

representing the following industries: logging, mining, manufacturing, transportation, storage and communication, electric light and power, trade, and personal service. Both unionized and non-unionized plants were included.

The sample was designed to reveal the extent of general changes in wage rates for

PERCENTAGE COMPARISON OF
GENERAL WAGE INCREASES

1,032 Establishments

Wage Rate Changes in Cents per Hour	Oct. 1, 1954 to March 31, 1955	Oct. 1, 1955 to March 31, 1956
	%	%
No General Increase.....	82	76
General Increase.....	18	24
Less than 5 cents.....	8	7
5 cents.....	5	3
5-1-9-9 cents.....	4	8
10 cents.....	(a)	2
10-1-14-9 cents.....	1	3
15 cents.....	(a)	(a)
15-1 cents and over.....	(a)	1
	100	100

(a) Less than one per cent of total number of establishments.

non-office employees in the above-mentioned industries. For purposes of analysis, a wage change affecting more than 50 per cent of the non-office employees in the establishment was considered a "general" one. An establishment was placed in the "no change" category if either no wage changes occurred during the six-month period or if the changes that did occur affected 50 per cent or less of the non-office employees.

GENERAL INCREASES IN WAGE RATES
BETWEEN OCTOBER 1, 1955, AND MARCH
31, 1956

250 Establishments

Amount of General Increase in Cents per Hour	Establish- ments
	%
Less than 5.....	28
5.....	14
5-1-9-9.....	35
10.....	6
10-1-14-9.....	12
15.....	1
15-1 and over.....	4
	100

Collective Agreement Act, Quebec

Under the Collective Agreement Act, Quebec, Orders in Council during February and March made obligatory a number of changes in wage rates.

In the garage and service station industry at Montreal, an amendment to the decree increases rates by from 10 to 20 cents per hour for most classes for both day and night work, bringing the present rate for first class journeymen to \$1.40 and \$1.45 per hour for day and night work respectively.

In the construction industry and trades in the Eastern Townships District, a new decree increases rates for most trades in all zones by 5 cents per hour effective immediately, and provides for a further

increase of 5 cents per hour effective July 1, 1956, except for plumbers and sheet metal workers, who received a 5-cent increase on April 1. Hours of work remain unchanged at 44 per week except for plumbers and sheet metal workers, who are on a 40-hour week.

An amendment to the decree relating to the plumbing and steamfitting industry in Trois Rivières provides for an increase in wages of 10 cents per hour effective May 1, 1956, and a further increase of 10 cents per hour effective May 1, 1957. The rates for senior and junior journeymen respectively will be \$1.55 and \$1.30 per hour effective May 1, 1956, and \$1.65 and \$1.40 per hour effective May 1, 1957.

U.S. Clothing Workers Gain 12½-Cent Increase

The first pay raise in three years, amounting to 12½ cents an hour, has been negotiated for 150,000 United States clothing workers.

Announcement of the boost was made by Jacob S. Potofsky, President, Amalgamated Clothing Workers of America, and Morton

Baum, President, United States Clothing Manufacturers Association.

Cotton garment and shirt industry employees, numbering 100,000, and 75,000 in the neckwear and glove industry are expected to benefit from the increase granted the clothing workers.

Highlights of Labour Laws Enacted by Provincial Legislatures in 1956

Fair Employment Practices Acts passed in New Brunswick, Saskatchewan and British Columbia; equal pay legislation in Nova Scotia, Manitoba. Higher benefits were provided under six Workmen's Compensation Acts

At the 1956 sessions of the provincial legislatures, the most widespread changes in labour legislation were made in the fields of fair employment practices and equal pay legislation. Discrimination because of colour, race or creed is prohibited by new laws in New Brunswick, Saskatchewan and British Columbia and by a Fair Employment Practices Act in Saskatchewan. Nova Scotia and Manitoba passed laws forbidding an employer to discriminate between men and women performing the same work in the same establishment.

Through amendments to the Workmen's Compensation Acts in six provinces, the trend towards higher workmen's compensation benefits was continued.

Labour relations legislation was amended in four provinces. The changes in Ontario and Saskatchewan dealt with the effect on certifications of the merger of the labour congresses. In Manitoba provisions were added to the Public Schools Act to provide for collective bargaining between school trustees and teachers' associations and for the settlement of disputes.

A new Annual Holidays Act was passed in British Columbia increasing the holiday with pay provision from one week to two weeks. Amendments were made in the annual holidays legislation of Manitoba and Saskatchewan.

In the safety field, an Elevator and Lifts Act was passed in Nova Scotia and amendments were made in the Manitoba legislation. Changes were also made in the legislation requiring the licensing of operating engineers in Nova Scotia and Manitoba and electricians in Manitoba and in the mining laws of British Columbia.

Anti-Discrimination Legislation

Fair Employment Practices Acts were passed in New Brunswick, Saskatchewan and British Columbia, similar to the Canada Fair Employment Practices Act and the Fair Employment Practices Acts

passed in Ontario in 1951, in Manitoba in 1953 and in Nova Scotia in 1955. The Manitoba Act was amended.

The purpose of all these Acts is to prohibit discrimination in matters of employment on the basis of race, colour, religion or national origin. The Saskatchewan Act replaces the provisions of the 1947 Bill of Rights Act dealing with discrimination in employment. The Bill of Rights Act does not provide for enforcement through filing a complaint with an administrative authority.

A Fair Accommodation Practices Act was also passed in Saskatchewan, replacing provisions of the Bill of Rights Act prohibiting discrimination in respect to obtaining accommodation or facilities in places to which the public is customarily admitted.

The amendment to the Fair Employment Practices Act in Manitoba prohibits the use of discriminatory application forms.

Equal Pay Legislation

Equal Pay Acts were passed in Nova Scotia and Manitoba. The Nova Scotia Act requires employers to pay women at the same rate as men when they are employed to do the same work in the same establishment. The Manitoba Act provides that no employer shall discriminate between his male and female employees by paying to the employees of one sex wages on a scale different from employees of the other sex in the same establishment, if the work required of, and done by, employees of each sex is identical or substantially identical.

Five provinces now have equal pay legislation; such legislation was passed in Ontario in 1951, in Saskatchewan in 1952 and in British Columbia in 1953.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Workmen's Compensation

Benefits under Workmen's Compensation Acts were raised in seven provinces: Alberta, Manitoba, Newfoundland, Nova Scotia, Ontario, Quebec and Saskatchewan.

In the case of disability, the percentage of earnings used in determining compensation was raised from 70 to 75 in Manitoba, from 66½ to 75 in Newfoundland, from 66½ to 70 in Nova Scotia and from 70 to 75 in Quebec. The maximum earnings which may be taken into account in determining compensation were increased from \$3,000 to \$4,000 in Alberta, from \$3,000 to \$3,500 in Manitoba, and from \$4,000 to \$5,000 in Quebec and Saskatchewan. The minimum benefit payable for total disability was increased in Nova Scotia from \$85 to \$100 a month.

In regard to benefits to dependants in the case of the death of a workman, the monthly benefits payable to widows were increased in Alberta and Newfoundland from \$50 to \$60. In Alberta, monthly benefits to a dependant child were changed from \$25 to \$30 a month; in Newfoundland from \$12 to \$20 a month for a child with one parent and from \$20 to \$30 for an orphan child. As in other provinces, these amounts are subject to a specified maximum. The lump sum payment to a widow at the time of the death of the workman was increased from \$100 to \$150 in Alberta, from \$100 to \$200 in Manitoba, and from \$100 to \$250 in Saskatchewan.

Holidays, Wages and Hours

Holidays With Pay

A new Annual Holidays Act was passed in British Columbia and amendments were made to the Manitoba and Saskatchewan vacations with pay legislation.

The British Columbia Act, which will come into force on July 1, 1957, will require an annual holiday with pay of two weeks to be granted to workers covered by the Act instead of one week as at present, with a corresponding increase from 2 per cent of annual earnings to 4 per cent in the rate of vacation pay. At present, Saskatchewan is the only province providing for an annual vacation with pay of two weeks after one year's service, although Alberta provides for two weeks after two years' service and Manitoba after three years' service.

The new Act also provides for the introduction of a vacation credit system. At the direction of the Minister of Labour, the Board of Industrial Relations is authorized to hold an inquiry and make an order

requiring the employers in a specified industry to give their employees holiday credits at the end of each pay period. The order would prescribe the manner of ascertaining the credits and the time at which and the manner in which employees may receive payment in cash.

In Manitoba, the principal amendment to the Vacations with Pay Act will enable persons who are unemployed during the winter months to cash their vacation stamps. Stamps representing vacation pay credits are used in the construction industry in Greater Winnipeg and ordinarily may be cashed only after June 30 in any year. A new provision permits the cashing of stamps after November 30 for any person who satisfies the Minister of Labour that he is registered with the National Employment Service as being available for work but has not been directed to a job and that he has exhausted the unemployment insurance benefits to which he is entitled.

In Saskatchewan, a one-year limitation was imposed on the institution of prosecutions for offences under the Annual Holidays Act and the Hours of Work Act.

Wages and Hours

An amendment to the Saskatchewan Minimum Wage Act adds to the powers of the Minimum Wage Board in determining minimum wages and certain other working conditions. Authority was given to the Board to fix the maximum period which may be worked without a meal period intervening. The time limit for prosecution under the Act was changed from six months to one year.

Proceedings under the Saskatchewan Wages Recovery Act, which enables an employee to recover wages due him from an employer by making a complaint before a magistrate, may be taken within one year instead of six months after employment has been terminated, or within six months, formerly three, after the last instalment of wages has become due, whichever date is later.

In British Columbia, the special provisions in the Factories Act respecting the hours of the day during which persons may be employed in laundries, cleaning, dyeing, pressing or dressmaking establishments were deleted. Employees in laundries and dry cleaning establishments are subject to the 8-hour daily and 44-hour weekly limits imposed by the Hours of Work Act.

Labour Relations Legislation

Labour relations Acts were amended in Manitoba, New Brunswick, Ontario and Saskatchewan.

Ontario and Saskatchewan added provisions to their Acts to deal with the effect of the merger of the labour congresses. The Saskatchewan Act now states that, except where otherwise ordered by the Labour Relations Board, a change of name or affiliation of a union, an amalgamation or a transfer of rights, will not affect any order or proceeding of the Board or any collective agreement. The new provision in the Ontario Act authorizes the Labour Relations Board to deal with an application by a trade union that it is the successor of a bargaining agent, and to declare that it has the rights and duties of its predecessor. There were other minor amendments.

An amendment to the New Brunswick Act will bring certain police officers under the Act, and provides that a municipal corporation or police commission which fixes their conditions of employment will be deemed to be an employer under the Act.

In Manitoba, school teachers who hold certificates or permits under the Education Department Act, and who are employed by a board of school trustees under a written contract in the prescribed form, are removed from the application of the Labour Relations Act.

Policemen, Firemen, School Teachers

The Police Acts in Ontario and Alberta, which provide for collective bargaining and the settlement of disputes between members of the police force and the employing municipal council or Board, were amended. In Ontario, time limits were specified for the different steps in bargaining and settlement of disputes by arbitration, and it was provided that every agreement must contain a provision for the settlement of disputes arising out of an agreement or award. In Alberta, provision was made for a conciliation procedure before a dispute goes before arbitration. Application may be made to the Minister of Industries and Labour for the services of a conciliation commissioner as in other disputes.

The legislation dealing with disputes involving fire departments was amended in Ontario and Manitoba. In Ontario, as in the Police Act, new time limits were set for collective bargaining and arbitration. A new section setting out the procedure to be followed when a firefighter is dismissed provides that, if the firefighter so requests in writing, he must within seven days of receipt of a notice of discharge be given a hearing before the municipal council or a committee of the council. In Manitoba, an amendment deals with the

date on which agreements or awards are to take effect. It is now provided that in all circumstances when a dispute is arbitrated, the agreement or award takes effect from the first day of the year in which the arbitration board is established.

Provisions were added to the Public Schools Act in Manitoba setting out a procedure for collective bargaining between school trustees and teachers' associations and for the settlement of disputes. The Act, which comes into force July 1, 1956, will be administered by the Minister of Education, except that the Department of Labour is to provide conciliation services. There is to be a Collective Agreement Board which is to consist of the Deputy Minister of Education as chairman, and three members appointed by the Manitoba School Trustees' Association and three members appointed by the Manitoba Teachers' Society. A local association of the Teachers' Society may apply to the Board to be certified as bargaining agent of the teachers in an appropriate unit and the procedure for certification and for collective bargaining is substantially the same as under the Labour Relations Act. If a dispute (which may not include a difference over rights and duties specifically set out in the schools legislation) is not settled by conciliation, an arbitration board may be appointed to make a binding award. No teacher shall strike.

Safety Legislation

Elevators and Hoists

A new Elevators and Lifts Act was passed in Nova Scotia and the Elevator and Hoist Act of Manitoba was amended.

The Nova Scotia Act provides for control over the licensing and regulation of all passenger and freight elevators and other types of lifts. Only elevators in establishments subject to the Factories Act were previously regulated. It is very similar to the Ontario Act passed in 1953.

The Act will require the approval of the Department of Labour before any new installations may be made or any major alterations undertaken. No elevator or hoist may be operated unless it is licensed by the Department and every elevator or hoist must be inspected at least annually by an inspector who holds a certificate of competency or by the insurance company. The CSA Safety Code for Passenger and Freight Elevators is to be used as a standard by inspectors in carrying out their duties. Safety standards with respect to construction, installation and maintenance of elevators and lifts may be set by regulation.

The Manitoba amendment makes it clear that the Elevator and Hoist Act applies to escalators, and amends the provisions for making regulations by specifying that the Lieutenant-Governor in Council may give effect "in whole or in part" to recommendations of the Elevator and Hoist Board and also may adopt as regulation relevant codes.

Mines

Amendments were made in the safety provisions in the Metalliferous Mines Regulation Act of British Columbia. The amendment removes smelters from the classes of metallurgical works to which the Act applies. According to the explanatory note on the Bill, the Workmen's Compensation Board inspects smelters.

The provision requiring workmen employed in a metal mine or in ore- or rock-crushing processes to have a medical certificate of fitness was amended so as to require a certificate or permission from the Workmen's Compensation Board in all cases. Formerly this was not required for employment for less than two months in any 12-month period.

Wider authority was given to a mine inspector to permit variations from the rules set out in the Canadian Electrical Code, Part V.

Licensing of Workmen

Acts licensing workmen were amended in Manitoba and Nova Scotia.

Persons applying for certificates under the Manitoba Operating Engineers and Firemen Act and the Nova Scotia Engine Operators Act are no longer required to be British subjects. In Nova Scotia a certificate will be issued to a qualified candidate who has been in Canada for at least one year and who has filed a declaration of his intention to become a Canadian citizen. In Manitoba the special certificates valid for a period of six months may now be extended for one or more further periods of not more than one year at a time.

Amendments to the Electricians' Licence Act provide for limited licences and permits to be issued allowing the holder to do work which formerly had to be done under the supervision of a journeyman. A limited licence, which may be granted by the Minister of Labour to any person who has passed the required examinations, allows the holder to do journeymen's work subject to prescribed limitations but does not qualify him for an inspector's position.

Contractors are no longer covered by the Act.

Legal Decisions Affecting Labour

Courts in British Columbia and Manitoba review decisions of labour relations boards. Damages awarded against British Columbia railway for losses suffered because of crew's refusal to cross picket line

In British Columbia, in a case involving the eligibility list for a representation vote among certain hotel employees, the Appeal Court allowed the appeal of the Labour Relations Board against an order requiring it to certify a bargaining agent, but upheld the trial court decision in other respects. In the same province, a judge of the Supreme Court allowed a logging company's claim for damages against a railway company which had failed to give service because its employees refused to cross a picket line.

A certification order of the Manitoba Labour Board was quashed by the Court of Queen's Bench on the ground that, in determining who were members in good standing of a union, the Board had failed to conduct a proper inquiry.

British Columbia Court of Appeal...

...finds Labour Relations Board must settle the voters' list in advance of a representation vote

On March 6, 1956, the British Columbia Court of Appeal allowed, in part, an appeal by the British Columbia Labour Relations Board from a decision of the Supreme Court of the province which quashed an order of the Board rejecting the application of a hotel employees' union for certification and directed the Board to certify the applicant union. The Court found the purported representation vote invalid because the Board had not settled the voters' list in advance in the manner prescribed.

The proceedings began on April 25, 1953, when Local 260 of the British Columbia

Hotel Employees Union applied to be certified as bargaining agent for the employees of the Georgia Hotel, one of a chain of hotels the majority of whose employees were represented by the Hotel and Restaurant Employees Union, Local 28. Proceedings were held up, however, as the question whether the Board had jurisdiction to deal with the application was before the courts.

After the Supreme Court of Canada in *Re B.C. Hotels Assn. and Labour Relations Board (B.C.)* (L.G., June 1955, p. 676) ruled that a labour board may certify a union as bargaining agent for a unit carved out of a larger bargaining unit, Local 260 brought its application forward again. The Board directed the taking of a representation vote.

At the representation vote on February 11, 1955, 178 votes were polled, of which 79 were cast for Local 28 and 99 for Local 260, with one spoiled ballot. The Board later directed that the polls be reopened to allow 41 named employees to vote. (One name was later deleted.) Local 260 protested and asked to be certified on the vote previously taken. After an oral hearing, the Board revoked its decision to reopen the poll but also rejected the union's application for certification, saying that as a result of its investigation of the employees in the unit since the vote, it found that more than 50 per cent of those eligible to vote were not cast in favour of Local 260.

Local 260 then applied for a writ of *certiorari* to quash the order of the Board and a writ of *mandamus* to compel it to certify Local 260, both of which were granted (L.G., Dec. 1955, p. 1404). The Board then entered this appeal, which was heard by Mr. Justice Smith, Mr. Justice Bird and Mr. Justice Sheppard.

Mr. Justice Sheppard, in his reasons for decision, said that the specific issue was whether there had been a representation vote within the intention of the Act, by reason, as alleged, that the Board did not, as required by Reg. 13(1), settle in advance the list of employees eligible to vote.

He said that the regulation in express and mandatory language required that the list be settled by the Board and by implication prohibited it from being settled by another.

An examination of the real intention of the regulation, when read with the Act, also showed that compliance with the regulation was not merely directory but imperative. The object was that the issue of certification was to be decided by the majority of the employees in a unit on representation vote. It was essential that

the voting be restricted to employees in the unit. This could be accomplished only by having the Board settle the list of employees eligible to vote in advance.

He said that Regulation 13 requires that the list be settled by the Board before representation vote and not afterwards. The words "employees eligible to vote" are prospective and refer to a vote that is to occur rather than one that is past. Moreover, it would be difficult or impossible for the officers to perform their duties unless supplied in advance with a list of those eligible to vote.

The evidence showed that the list was not settled in advance in the prescribed manner. It appeared that the list which was taken as the basis of the representation vote was not finally settled by the Board before the vote, but was compiled on the day of the vote by the composite efforts of the employer, the returning officer, the deputy returning officer and the scrutineers. If it had been settled in advance there would have been no need for attempting to decide after the vote who were eligible.

There was no evidence that the deputy returning officer and the others who purported to settle the list on the day of the vote were members of the Board or were acting as delegates of the Board. While there was authority for the Board to delegate routine matters to one or more of its members, a settling of the list was not a routine matter which could be delegated.

As the Board did not settle the list in the prescribed manner before the vote was taken, the purported vote was not a representation vote within the intention of Section 12 of the Act and was, therefore, void. In the absence of a valid representation vote, the Board could neither certify nor refuse to certify and any purported certifying or refusal to certify was *ultra vires* and void.

The order quashing the order of the Board of March 16, 1955, was to stand but the order requiring the Board to certify Local 260 was to be set aside.

Mr. Justice Bird concurred but, in separate reasons for decision, emphasized that even if the Board did settle the list as it claimed, it did not do so in the manner prescribed by regulations under the Act. These required the Board to settle the list in advance. The exclusion list of 28 confidential employees prepared by the employer was never considered by the Board and the deputy returning officer did not show the number of eligible voters on his return. It was also evident that the

Board purported to revise and alter the list of employees after the vote was taken.

In the opinion of Mr. Justice Bird, both the proceedings that led to the vote and the vote itself were void, as they were not carried out in the manner prescribed by the Act and regulations. He therefore agreed with Mr. Justice Sheppard that that part of the order which required the Board to certify Local 260 should be set aside.

Mr. Justice Smith, dissenting, said that the case turned on the sufficiency of evidence, which he admitted was somewhat lacking in precision.

He found no evidence to support the Board's claim that the original voter's list was wrong. Everyone acquiesced in it and the Board's own representative acted upon it, which was at least good *prima facie* evidence that the list was correct.

Except for the Board's unsworn statements in a letter and the assertions of its counsel, there was nothing to prove that the list was wrong. The only available evidence showed that there were something fewer than 197 eligible voters, of whom 99 voted for Local 260, giving it the majority required for certification. For that reason Mr. Justice Smith felt that the judgment below was correct and he would have dismissed the appeal. *Re Labour Relations Act re Local 260 British Columbia Hotel Employe Union and Labour Relations Board* (1956) 18 WWR 101.

British Columbia Supreme Court...

... holds crew's refusal to cross picket line does not excuse railway's breach of statutory duties

On February 22, 1956, the Supreme Court of British Columbia found a railway company liable for losses suffered by a logging firm due to a train crew's refusal to cross a picket line. The Judge said that the railway must accept responsibility for the conduct of its employees when it failed to test out the situation by doing more than issuing instructions.

The decision was given by Mr. Justice Manson, who first set out the facts of the case.

In the fall of 1953, the IWA, a union of loggers and mill workers, called a strike in the Prince George area of British Columbia through which runs the Pacific Great Eastern Railway, the railway of the defendant. The strike gradually spread south to Quesnel, where the plaintiff, A. L. Patchett and Sons, Ltd., operates logging camps.

Despite the fact that the employees of the logging firm did not belong to any union, the IWA picketed the plaintiff's

plant. The pickets did not interfere with small independent operators bringing lumber into the millyard of the plaintiff, but held conversations with the train crews who spotted empty cars and pulled loaded cars from the mill. A conductor testified that he was threatened with an attack on his home if he crossed the picket line, and the General Chairman of the Brotherhood of Firemen and Enginemen, PGE Railway, also claimed to have been threatened. Neither incident was reported to the police, however.

Officials of the railway brotherhoods circulated letters telling their members to respect the picket lines of the IWA, as it was a nationally-recognized organization. As a result, the railway crew refused to spot or pull cars from the siding of the plaintiff.

The logging company sued the railway for damages, charging it with a breach of its statutory duties under the Railway Act. It claimed that the train crew's refusal to cross the picket line forced a shutdown, causing it to lose orders for its products. It also accused the railway of discrimination in providing services to a competitor.

The railway company issued a general denial of a breach of statutory duties. It also denied the discriminatory treatment, saying that if there was a difference of service it was because of the picketing and the fear of violence threatened to the defendants. It also said that it had given instructions which the crew refused to obey. If it dismissed the crew for disobedience it anticipated having to dismiss the new crew for a similar disobedience with a general strike of the running brotherhoods the result.

Mr. Justice Manson dismissed this last argument, saying the railway had not put the matter to a test. It had not dismissed the disobedient employees.

He also found no evidence to justify the conclusion that the railway workers were afraid of the IWA pickets, and that the union officials were also in fear of violence to members of the railway crew at Quesnel.

He thought the truth of the matter was that the railway men wanted to give support to another nationally-recognized organization. The fact that a copy of one of the letters advising the railway crews to respect the IWA picket went to the IWA President was an intimation to the IWA that the firemen would strike in sympathy. It was not to be a complete sympathetic strike but it was to be a strike which would be very effective in tying up the mills.

The railway company, however, must accept responsibility for the conduct of its employees. It had made no pretence of testing the situation but had confined itself to issuing instructions, which were ignored.

The Judge said that the railway had evaded its statutory duties. In performing services for another logging company which it failed to do for the plaintiff, it was also guilty of discriminatory conduct. For these reasons, the plaintiff was entitled to damages. *A. L. Patchett & Sons Ltd. v. Pacific Great Eastern Railway Co.* (1956) 2 DLR, p. 248.

Manitoba Court of Queen's Bench...

... finds that Board exceeded its jurisdiction by certifying a union before making proper inquiry

On February 15, 1956, the Manitoba Court of Queen's Bench quashed a certification order on *certiorari* on the grounds that the Manitoba Labour Board, by misinterpreting a rule of procedure and practice under the Labour Relations Act, had failed to make the proper inquiry before certifying a union.

In his reasons for decision, Mr. Justice Tritschler stated that the Creamette Company of Canada Limited applied to the Court to quash the order of the Manitoba Labour Board which certified the Retail Store Employees Local Union No. 832, Retail Clerks' International Association, as bargaining agent for its Winnipeg plant. Section 9(2)(a) of the Labour Relations Act provides that the Board may certify a union if it is satisfied that the majority of employees in the unit are members in good standing. The Company contended that the employees of its Winnipeg plant could not by the terms of the constitution of the union and its international affiliate be members in good standing of the union.

The Constitution of the respondent union provides in part:

3. Local Union No. 832 shall have jurisdiction over all employees of stores, mercantile and mail order establishments who are actively engaged in handling or selling merchandise or performing other services incidental thereto...

New Members—All Candidates for membership in this local union must be actively employed in establishments or departments thereof as set forth in Section 3 of this Constitution.

The applicant Company pointed out that its employees were engaged in manufacturing, not in handling or selling merchandise or in performing services incidental to that work. Rule 4 of the Board's rules of procedure and practice

requires the constitutions to be filed with the Board and provides that the Union is "bound by the particulars therein stated". At the Board hearing, counsel for the applicant reminded the Board of its decision refusing certification to the International Fur and Leather Workers' Union Local 430 when it sought certification in respect of employees of North-West Laundry Limited. In that case, which the company held was similar to the present case, the Board said, in part:

It seems fair to say that a union, in the present state of Manitoba law, can lay down rules as to whom it will admit to membership. If it places restrictions upon membership by the terms of its constitution, the Board cannot ignore these restrictions and substitute some other formula. And if the applicant claims to have admitted to membership persons who, by its own constitution, are not eligible therefore, and the status of such persons is challenged in the proceedings, the Board cannot shut its eyes to the express terms of the applicant's own constitution, if it proposes to discharge its responsibilities under Section 59(1)(h)....

While the Canada Labour Relations Board and some of the provincial boards have laid down rules as to what they will consider as constituting "membership in good standing" the Manitoba Board has not yet done so. Even if it did, the rules could not conflict with the Act, nor could they confer union membership where it did not exist.

At the hearing, the Chairman stated that at the time of the decision in the North-West Laundry case the Board had as its only guide the wording of the Act but that since that decision rules of procedure and practice had been issued under the Act and that the Board was under obligation to observe those rules. Rule 27 provides in part:

Membership in good standing means, for the purpose of Sections 7, 8 and 9 of the Act, that the employee, at the date of filing the application for certification...

(c) is not, by the express terms of the union constitution, excluded from membership in the union.

The Board Chairman maintained that the only persons expressly excluded from membership in the union by the terms of its own constitution are persons guilty of subversive activities or beliefs and that under Rule 27 the Board was not entitled to reject employees from the status of membership in good standing under the Act merely because they are not engaged in occupations expressly listed in the union's constitution.

In dealing with this point in his reasons for decision, Mr. Justice Tritschler quoted the whole of Rule 27, which sets out a number of conditions of membership in good standing in addition to the one

quoted above requiring that the person not be excluded from membership in the union by the express terms of the union constitution. Included in the other conditions are membership in the union for a specified period, payment of the specified union dues and non-suspension by the union.

In his Lordship's opinion the Board was wrong to examine only paragraph 27(c) and ignore the remainder of the conditions of membership in good standing set out in Section 27. In order to qualify as a member in good standing a person was required to fulfil all the conditions of eligibility set out in the Board rule, not just one of them. The Board's reasoning involved fallacies such as that an employee who has never joined the union and does not intend to is nevertheless a member in good standing because he is not excluded by 27(c).

His Lordship said that the Act provides that a decision of the Board is final and conclusive and not subject to review by the courts. The Court must be at pains, he explained, to avoid by a pretext to attempt to review a decision by way of appeal or to act as though an error in law or in fact made by the Board may always be reviewed by the Court instead of rarely. The Board has the right to be wrong on questions of law or fact but it may not by error decline or exceed its jurisdiction.

Counsel for the Board submitted that the certificate shows that the Board did reach its decision after an inquiry and full consideration but His Lordship did not believe that this was the case. He felt it was clear that the Board refused to enter its proper field. Sections 9 and 59 of the Act made it mandatory for the Board to decide whether the employees were or could be

members of the union, and, if members, then members in good standing. Rule 27 is meant to help the Board in deciding questions of membership not to prevent them from doing so.

By thus misinterpreting Rule 27, his Lordship continued, the Board felt itself prevented from applying its judgment to the present problem as it had done in the North-West Laundry case. Having thus declined jurisdiction, the Board proceeded to issue a certificate as though it were bound by Rule 27(c) to do so. This was exceeding jurisdiction by doing that which it was not authorized to do, i.e., to certify a union without inquiry.

If the Board had not misinterpreted Rule 27 but had inquired as to whether the employees were members of the union and then concluded that they were, their decision would not be open to review, nor would it be bound to follow its decision in the North-West Laundry case. It is for the Board to say who are and who are not members of the union but the Board must enter upon an inquiry. His Lordship made it clear that he did not suggest that a union, as a matter of contract with employees, may not take into membership those not engaged in occupations which the union, according to its constitution, was designed to serve.

The Court therefore quashed the certification order and referred the matter back to the Board to complete its inquiry. His Lordship suggested that the Board on reconsideration should conduct a representation vote under Section 9(2)(b) of the Act. *Creamette Company of Canada Limited v. Retail Store Employees Local Union No. 832, Retail Clerks' International Association and Manitoba Labour Board* [1956] 18 WWR 250.

Recent Regulations under Provincial Legislation

New minimum wage for messengers set in British Columbia and 1956-57 fair wage schedule for construction workers is issued in Manitoba

An order of the British Columbia Board of Industrial Relations set a minimum wage of 50 cents an hour for bicycle-riders and messengers employed exclusively on delivery. Another order permits persons engaged in logging to work four hours beyond the 44-hour weekly limit until November 30, 1956.

In Manitoba, the 1956-57 fair wage schedule for the construction industry was issued, fixing minimum wage rates and

maximum hours for the various trades until April 30, 1957.

Regulations under the Alberta Apprenticeship Act were amended by three orders respecting educational standards in the motor vehicle repair trade and the term of apprenticeship for welders, plumbers, steamfitters and gasfitters. Other regulations deal with provisional certificates under the Coal Mines Regulation Act and certificates of proficiency for steamfitters.

The Ontario Labour Relations Board issued rules respecting declarations as to the status of successor trade unions.

Alberta Apprenticeship Act

Regulations under the Alberta Apprenticeship Act respecting the motor vehicle repair trade, the welding trade and the trade of plumber, steamfitter and gasfitter have been amended by three new orders, O.C. 390/56, O.C. 391/56 and 392/56, gazetted April 14.

Motor Vehicle Repair Trade

O.C. 390/56, which amends O.C. 1057/49 (L.G. 1949, p. 1571) provides that an apprentice in the motor vehicle repair trade must have completed at least Grade 9 or what the Director of Apprenticeship considers its equivalent. Previously no fixed minimum standard of education had been set.

Welding Trade

O.C. 391/56 amends the welding trade regulations established by O.C. 1730/53 (L.G. 1954, p. 420) with respect to the term of apprenticeship. Instead of three years for a first class journeyman's certificate and two for a second class certificate, the term of apprenticeship is now three years, including the probationary period. As before, the Apprenticeship Board, upon the recommendation of the Local Advisory Committee, may reduce the term where a person has had previous experience in the trade or has a certificate from an approved technical or vocational school testifying that he has specialized in a course applicable to the trade.

An apprentice who has completed his apprenticeship and has taken the required technical training may then try the final examination for a Completion of Apprenticeship Certificate in the trade of welding. If he passes the examination in either acetylene or electric welding, but not both, he may apply to the Welding Branch for a First Class Journeyman's Certificate. When this certificate is issued, his apprenticeship is terminated without a Completion of Apprenticeship Certificate and he has no further right to training in the trade of welding under the Apprenticeship Act.

An apprentice who has completed two years' apprenticeship may apply to the Welding Branch to be examined for a Second Class Journeyman's Certificate in either acetylene or electric welding or both. If a certificate is granted, his apprenticeship is also terminated without a Completion of Apprenticeship Certificate and he, too, has no further right to training.

Plumbing, Steamfitting and Gasfitting

O.C. 392/56 applies to the trade of plumber, steamfitter and gasfitter and amends O.C. 1057/49 (L.G. 1949, p. 1571). It provides that the term of apprenticeship may now be reduced by the Board on the recommendation of the Advisory Committee where an apprentice has had previous experience in the trade. Since December 31, 1949, except by special permission of the Board, no person has received credit for previous experience unless it was experience gained as an indentured apprentice under the Apprenticeship Act.

The ratio of apprentices to journeyman has also been changed. An employer who is himself a journeyman may now hire one apprentice for each additional two journeymen instead of one apprentice for each additional three journeymen.

Alberta Coal Mines Regulation Act

Regulations under the Alberta Coal Mines Regulation Act respecting provisional certificates authorized by O.C. 309/56 were gazetted March 31. The new regulations set out the conditions under which the provisional certificates provided for in the Act may be issued.

Under certain circumstances, the Director of Mines is authorized by the Act to grant a provisional certificate permitting an experienced person who has not passed the required examination to act as overman of a certain type of mine or as electrician of a specified mine. The Lieutenant-Governor in Council is also authorized to make regulations respecting provisional certificates. Regulations issued last July (L.G., Nov. 1955, p. 1292) provided that such a certificate was valid for two years and could be extended only with the approval of the Director on the recommendation of an inspector or electrical inspector. Under the new regulations, the Director, upon the recommendation of an inspector or an electrical inspector, may grant a provisional certificate to any person who is eligible to try one of the examinations provided for in the Act. This certificate will be valid for a period of one year from date of issue at the mine specified on the certificate but may be cancelled at any time.

A provisional miner's certificate may be granted by an inspector to any person who has the qualifications for a miner's certificate specified in the Act. This certificate is valid for six months at any mine in the province but is subject to cancellation at any time.

Alberta Tradesmen's Qualification Act

Regulations under the Alberta Tradesmen's Qualification Act respecting certificates of proficiency in the steamfitting trade authorized by O.C. 393/56 were gazetted April 14. The new regulations amend regulations approved by O.C. 313/54 (L.G. 1954, p. 687) in order to permit a person with experience as a pipefitter to qualify for a certificate of proficiency as steamfitter.

To be eligible for examination for a certificate of proficiency in the trade of steamfitting, a candidate must submit testimonials showing that he has had four years' experience in the trade. However, a person who has had four years' experience in the trade of pipefitting prior to September 1, 1955, may also apply, provided his application is submitted within the 60-day period following the publishing of the regulations on April 14.

British Columbia Hours of Work Act

By Regulation No. 43, gazetted April 19, the British Columbia Board of Industrial Relations has permitted persons employed in the logging industry to work four hours in excess of the weekly limit of 44 hours imposed by the Hours of Work Act, during the period April 19, 1956, to and including November 30, 1956. The daily limit of eight hours may not be exceeded, however, except in the case of employees who, by agreement, work longer hours on some days and shorter hours on other days or employees whose hours are averaged over a specified period.

This regulation was made under authority of Section 12 of the Act, which allows the Board to make exceptions if conditions in an industry warrant it, provided due care is taken of the welfare of the employees.

British Columbia Male and Female Minimum Wage Acts

The first minimum wage order to be issued in British Columbia specifically for bicycle-riders and foot-messengers employed exclusively on delivery, Male and Female Minimum Wage Order No. 29 (1956), was gazetted April 19. Those employed in the retail and wholesale trade establishments were covered by the Mercantile Industry Order No. 24 (1949), which set a minimum rate of 35 cents an hour. The new order took effect May 7, 1956.

The minimum wage for bicycle-riders and foot-messengers engaged in delivery services is to be 50 cents an hour. An employee who provides his own bicycle for use on his employer's behalf is also to be

reimbursed a reasonable amount in addition to the minimum wage. A part-time or handicapped person for whom the Board of Industrial Relations has issued a permit to work for less than the minimum wage must be paid the rate specified on the permit.

Time and one-half the regular rate must be paid for all hours worked in excess of eight in the day and 44 in the week where the hours worked do not exceed eight in any one day. If an arrangement exists whereby employees work more than eight hours on some days and fewer than eight on others, or whereby hours are averaged over a specified period, overtime rates need not be paid until the agreed limits have been exceeded. The Board may also vary the overtime provisions when an industry has been exempted from the provisions of the Hours of Work Act.

The usual daily guarantee provisions apply to all except school students. The latter are to be paid at the regular rate for the entire period spent at the place of work in response to a call from the employer, with a minimum of two hours' pay in any one day.

The order also provides for a weekly rest period of 32 consecutive hours except where a different arrangement has been approved by the Board.

There are also the usual provisions respecting semi-monthly pay, posting of orders, and the keeping of records.

Manitoba Fair Wage Act

Fair Wage Schedule for 1956-57

The annual fair wage schedule fixing minimum wages and maximum hours of work for the construction industry in Manitoba was gazetted April 21 as Man. Reg. 20/56. The schedule will be in effect from May 1, 1956, to April 30, 1957.

As in other years, the schedule is in two parts: Part I applies to "private work" and "public work"; Part II to public works for highway, road, bridge or drainage construction where a contract has been entered into by the Minister of Public Works in all parts of Manitoba outside the City of Winnipeg.

In Part I, "private work" means the building, construction, remodelling, demolition or repairing of any building or construction work in the Greater Winnipeg Water District or any such work, irrespective of the number of contracts made, in any city or town with a population of more than 2,000 or in any other part of the province to which the Act may be extended by the Lieutenant-Governor in Council, provided the total cost of such

work exceeds \$100. "Public work" includes any public work authorized by the Minister of Public Works for the execution of which a contract has been entered into between the Minister and an employer.

Part I has two sets of rates, Zone "A" and Zone "B". Zone "A" rates apply to public and private work in Winnipeg and a 30-mile radius (excluding the Town of Selkirk, which is in Zone "B"). Zone "B" rates apply to public work elsewhere in the province, and to private work in cities and towns with a population of more than 2,000, including Brandon, Dauphin, Flin Flon, Minnedosa, Neepawa, Portage la Prairie, Selkirk, Steinbach, Swan River and The Pas.

Several changes have been made in the categories of workmen and minimum hourly rates and maximum hours of work for both zones have been set accordingly. Instead of three classes of asbestos workers there are now four, journeyman, and first, second and third class improvers. For third class improvers, there are two rates in both zones, one applying for the first six months and the other for the next 12 months. Occupation group 14 (painters, decorators and paperhangers, glaziers and swing stage and spray painters) is now divided into two classes: those who have been certified by the Manitoba Apprenticeship Board, and those who have not been certified. In Zone "A" there is a difference of 10

cents in the minimum hourly rates for the two classes. Two new occupations, plate glass and metal setters and miscellaneous glass setters, were added to the schedule as occupation group 27. Machine rubbers, formerly grouped with terrazzo and oxychloride workers, and sewer and underground construction workers, formerly a separate group, are now included with building labourers.

A number of the rates were increased in Zone "A". A 10-cent increase was established for the following; some asbestos workers (first-class improvers), electrical workers, all grades of building labourers, marble setters, journeymen in the plumbing and pipefitting industry, sheet metal workers, terrazzo and oxychloride layers and both classes of tile setters.

Other changes include a 15-cent increase in the journeymen asbestos workers' rate and a 7-cent increase for second-class improvers. The elevator constructors' rate was increased by 8 cents and their helpers' rate by 6 cents.

There were no changes in Zone "B" except the changes which resulted from the changes in categories mentioned above, and none in Part II.

The schedule also provides that time and one-half the minimum scheduled rates must be paid for all hours worked in excess of the weekly limit. Double time must be paid for Sunday work.

The schedule follows:

SCHEDULE "A"—PART I

Zone "A" Rates apply:

To both "public work" and "private work" as above defined, Winnipeg and a radius of thirty (30) miles, measured from the intersection of Osborne Street and Broadway Avenue (excepting the Town of Selkirk).

Zone "B" Rates apply:

(1) to "public work", as above defined, in all other parts of the Province except where Zone "A" rates apply

(2) to "private work" as above defined, in cities and towns which have a population exceeding 2,000 except where Zone "A" rates apply.*

* (By virtue of the 1951 census, this definition includes Brandon, Flin Flon, Minnedosa, Neepawa, Portage la Prairie, Dauphin, Selkirk, Steinbach, Swan River, The Pas).

The following schedule shall apply from and after May 1st, A.D. 1956, on "Private Work" and on "Public Works", as described above:

Occupation	ZONE "A"		ZONE "B"	
	Basic Minimum Wage Rate Per Hour	Maximum Hours Per Week	Basic Minimum Wage Rate Per Hour	Maximum Hours Per Week
	\$		\$	
1. Asbestos Workers—				
(a) Journeymen.....	1.95	40	1.70	48
(b) 1st Class Improvers.....	1.60	40	1.45	48
(c) 2nd Class Improvers.....	1.42	40	1.30	48
(d) 3rd Class Improvers				
1st 6 months.....	1.20	40	1.20	48
next 12 months.....	1.30	40	1.25	48
2. Bricklayers.....	2.25	40	1.95	48
3. Bridge and Structural Steel and Iron Workers.....	2.10	40	1.95	48

SCHEDULE "A" PART I—Continued

Occupation	ZONE "A"		ZONE "B"	
	Basic Minimum Wage Rate Per Hour	Maximum Hours Per Week	Basic Minimum Wage Rate Per Hour	Maximum Hours Per Week
	\$		\$	
4. Carpenters and Millwrights—				
Carpenters.....	2.05	40	1.75	48
Carpenters.....	City of Brandon		1.80	48
Carpenter-Millwrights.....	2.25	40	1.75	48
5. Cement Finishers and Oxychloride Workers on floors without a polished terrazzo finish (in warehouses or large floor area jobs)				
(a) Cement Finishers.....	1.50	48	1.20	48
(b) Oxychloride Workers.....	1.50	48	1.20	48
6. Electrical Workers (inside wiremen)—				
Licensed Journeymen.....	2.20	40	1.75	48
Helpers with 2 years or more experience assisting journeymen.....	1.50	40		
7. Elevator Constructors (Passenger and Freight).....	2.17	40	2.00	48
Helpers.....	1.52	40	1.40	48
8. Building Labourers—				
(a) Assisting Mechanics in the setting of cut stone, terra cotta, tile and marble, bending reinforcing materials, mixing mortar and assisting sheet metal journeymen.....	1.40	48	1.20	48
(b) General Building Labourers.....	1.20	48	1.00	48
(c) Sewer and Underground Construction Work—				
(a) Caisson Workers.....	1.40	48	1.20	48
(b) Labourers.....	1.20	48	1.00	48
(c) Pipe Layers.....	1.25	48	1.05	48
(d) Tunnellers.....	1.25	48	1.05	48
(e) Terrazzo and Oxychloride Workers—				
(a) Machine Rubbers (Dry).....	1.40	48	1.20	48
(b) Machine Rubbers (Wet).....	1.20	48	1.05	48
9. Lathers—				
(a) Wood, Wire and Metal.....	2.00	40		
(b) Lathers.....			1.35	48
10. Linoleum Floor Layers.....	1.25	48	1.20	48
11. Marble Setters.....	2.00	40	1.75	48
12. Mastic Floor Spreaders and Layers.....	1.25	48	1.20	48
13. Operating Engineers and Firemen on Construction—				
Class A: Engineers in charge of hoisting engines of three drum or more operating any type of machine or operating clamshells or orange peels, regardless of capacity; or operating steam shovels or dragline of one yard capacity or over, or operating drop hammer pile drivers; in all cases irrespective of motive power.....	1.65	48	1.45	48
Class B: Engineers in charge of hoisting engines having only two drums or a single drum, used in handling building material or steam shovels and draglines not specified in "A" hereof; irrespective of motive power.....	1.65	48	1.45	48
Class C: Engineers in charge of any steam operated machine not specified in "A" or "B" hereof; or in charge of a steam boiler if the operation of same necessitates a licensed engineer under the provisions of "The Steam Boiler Act" or air compressor delivering air for the operation of riveting guns on steel erection work, or pumps in caissons or trenching machines or bulldozers over size D4 or equivalent; irrespective of motive power.....	1.50	48	1.35	48
Class D: Men firing boilers of machines classified in "A", "B" or "C" hereof, or assisting Engineers in charge of same.....	1.25	48	1.15	48
Class E: Operators operating concrete mixers over ½ yard capacity or bulldozers up to and including size D4 or equivalent; irrespective of motive power.....	1.25	48	1.15	48
Class F: Operators of gas or electric engines or machines not otherwise specified in "A", "B" or "C" hereof, of a type usually operated by skilled labourers.....	1.25	48	1.15	48
14. (1) Painters, Decorators, Paperhangers and Glaziers—				
(a) Certified by the Manitoba Provincial Apprenticeship Board.....	1.80	40	1.60	48
(b) Non-certified by the Manitoba Provincial Apprenticeship Board.....	1.70	40	1.60	48
14. (2) Swing Stage and Spray Painters—				
(c) Certified by the Manitoba Provincial Apprenticeship Board.....	1.90	40	1.70	48
(d) Non-certified by the Manitoba Provincial Apprenticeship Board.....	1.80	40	1.70	48
15. Plasterers.....	2.25	40	1.95	48

SCHEDULE "A"—PART I—Concluded

Occupation	ZONE "A"		ZONE "B"	
	Basic Minimum Wage Rate Per Hour	Maximum Hours Per Week	Basic Minimum Wage Rate Per Hour	Maximum Hours Per Week
	\$		\$	
16. Journeymen of the Plumbing and Pipefitting Industry.....	2.25	40	1.60	48
Helpers.....	1.25	40	1.15	48
17. Roofers, Mop Handlers.....	1.25	48	1.20	48
18. Sheet Metal Workers.....	1.85	42½	1.45	48
19. Shinglers.....	1.50	40	1.40	48
20. Stonecutters.....	1.80	44	1.60	48
21. Stonemasons.....	2.25	40	1.95	48
22. Terrazzo and Oxychloride Workers-Layers.....	1.90	40	1.75	48
23. Tilesetters (including all clay product tile and Vitrolite Glass)...	2.00	40	1.75	48
24. Tilesetters (plastic, metal, asphalt, rubber and lino tile).....	1.70	40	1.25	48
25. Timber and Crib men working on grain elevators or bridges doing the crib work on grain elevators or rough timber work on bridges.....	1.35	48	1.35	48
26. Truck Drivers (while in charge of truck on construction work only).....	1.25	48	1.20	48
27. Installation of Plate Glass and Affiliated Materials—				
(a) Plate Glass and Metal Setters.....	1.55	40	1.40	48
(b) Miscellaneous Glass Setters.....	1.39	40	1.25	48
28. Watchmen.....	.80			

SCHEDULE "A"—PART II

Public Roads and Bridge Works

29. The following schedule shall apply from and after May 1st, 1956, on Public Works for highway, road, bridge or drainage construction where a contract has been entered into by the Minister of Public Works, in all parts of Manitoba outside the limits of the City of Winnipeg.

Occupation	Minimum Basic Wage Rate Per Hour	Maximum hours of straight time rates over each two-week period
	\$	
30. Aggregate Batch man.....	1.00	108
31. Asphaltic Oil Distributor Driver.....	1.00	108
32. Blade Grader (12 H.P. and over) Operator.....	1.00	108
33. Concrete Finisher.....	1.00	108
*34. Concrete Paver Operator.....	1.25	108
*35. Dragline, Shovel and Crane Operator.....	1.30	108
36. Elevator Grader Operator.....	1.00	108
37. Engineer, Stationary Boiler.....	1.15	108
38. Labourers.....	1.00	108
39. Motor Patrol Operator.....	1.00	108
40. Roller Operator, 6-ton and over, steel wheels.....	1.05	108
*41. Scraper and Bulldozer Operator.....	1.15	108
42. Spreader and Finishing Machine Operator.....	1.00	108
43. Teamsters.....	.95	108
44. Timber Men (timber work where use of hammers, saws, axes and augers only are required).....	1.10	108
45. Tractor Operator, 50 H.P. drawbar or over.....	1.00	108
46. Tractor Operator, under 50 H.P. drawbar.....	1.00	108
47. Truck Drivers.....	1.00	108
48. Watchman and Flagman.....	.75	108

49. Where due to emergency or inclement weather, less than 108 hours are worked in any two-week period an employer may, during the next two-week period employ his employees at straight time rate for as many hours additional to the regular 108 hours as have been lost during the preceding two-week period.
* Probationary Rates.

50. (1) Where a new employee agrees with his employer to prove his ability to operate one of these machines by a short trial period at a probationary rate, not later than the date upon which the employee starts work, the employer shall send to the Department, by registered mail, a letter signed by the employee and the employer, certifying that for a probationary period not exceeding 30 days, a rate of 15c below the schedule rate has been agreed upon.
(2) Sub-section (1) is applicable only to: Concrete Paver Operator, Dragline, Shovel and Crane Operator, Scraper and Bulldozer Operator.

Newfoundland Social Assistance Act

Regulations under the Social Assistance Act (L.G., Aug. 1955, p. 965) have been amended by a regulation gazetted April 10, which allows a welfare officer to grant social assistance in kind to any person in immediate need for a period not exceeding three months. Previously, this allowance was given only when a person was being considered for an allowance under the Act.

Ontario Labour Relations Act

An amendment to the general regulations under the Labour Relations Act setting out rules for settling the status of a successor trade union authorized by O. Reg. 56/56 was gazetted April 21. The new regulations were necessary because of a recent amendment to the Act which provided that in case of a merger or amalgamation or transfer of jurisdiction, the union claiming recognition as the successor trade union may apply to the Labour Relations Board for a declaration as to its status, and the Board may declare that the successor trade union has or has not the rights, privileges and duties under this Act of its predecessor, or it may dismiss the application.

The regulations prescribe the forms for an application for a declaration concerning the status of a successor trade union (Form 24), for notice to the employees concerned of the filing of such an application (Form 25), and for the employer's

reply (Form 26). If a successor trade union in respect of which no declaration has been made wishes to apply for conciliation services, special forms (Forms 27, 28 and 29) are prescribed to give the Board the necessary information to deal with the question of the status of the successor union as well as the request for conciliation services. In both cases the successor trade union is required to set out the material facts upon which the claim for recognition is based.

Quebec Minimum Wage Act

Nine minimum wage orders in Quebec were renewed until May 1, 1957, by O.C. 296 gazetted April 14.

The following eight orders were renewed without change: Order No. 3, holidays with pay; Order No. 3A, holidays with pay in the construction industry; Order No. 4, the general order; Order No. 11, charitable institutions, hospitals and homes; Order No. 26a, taxicabs and automobiles for hire in the Montreal district; Order No. 29, taxicabs and automobiles for hire, Quebec and Lévis; Order No. 39, forest operations; Order No. 42, stationary enginemmen and firemen.

Order No. 41, applicable to municipal and school corporations, was renewed until May 1, 1957, by O.C. 296, and amended by O.C. 383 gazetted April 28. The amendment provided for higher minimum rates for secretaries of municipal and school corporations effective April 28, 1956.

International Labour Organization

(Continued from page 681)

the principle of weekly rest varies from country to country as well as from one occupation or establishment to another, it is said in a report prepared for the preliminary discussion at this year's Conference of the question of weekly rest in commerce and offices with a view to the possible adoption of an international Convention on the subject.

The question had been placed on the agenda of the 1940 Conference, which was not held because of the outbreak of war.

(In 1921, the International Labour Organization adopted a Convention, since ratified by 39 countries, requiring that workers in industrial establishments be granted a weekly rest of at least 24 consecutive hours for each seven-day period. A recommenda-

tion adopted at the same time urged that workers in commercial establishments be granted the same facility.)

In addition to giving the law and practice in various countries with regard to weekly rest, the report that is being presented to the Conference gives the replies of member countries to an ILO questionnaire.

Forty-five countries replied to the questionnaire. Forty of these—or a majority of the ILO's membership of 72 countries—declare themselves in favour of a Convention on the subject, two favour a Recommendation, while three have not committed themselves in their reply.

The discussion this year will be a preliminary one. A final decision will be left for next year.

Unemployment Insurance

Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit in March declined 8 per cent from February's total and 30 per cent from that of March 1955. Applicants at March 29 virtually unchanged, statistics show*

In March, there was a further decline in the number of initial and renewal claims filed for unemployment insurance benefit. The total recorded during the month was 8 per cent lower than that for February and 30 per cent below the March 1955 figure.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 170,687 claims were received in local offices across Canada in March 1956, compared with 185,016 in February and 243,544 in March 1955.

Regular and seasonal benefit claimants having an unemployment register in the live file on March 29 totalled 511,073 (415,144 males and 95,929 females), these totals being virtually unchanged from the 510,963 (413,083 males and 97,880 females) claimants recorded on February 29. On March 31, 1955, the number of such claimants was 605,180 (498,861 males and 106,319 females).

From a total of 176,734 initial and renewal claims adjudicated during the month, entitlement to benefit was granted in 114,060, or 65 per cent of the cases. Of the 59,670 initial claims adjudicated as "not entitled", 51,789 or 87 per cent were on behalf of claimants who failed to establish a benefit period because of insufficient contributions (these 51,789 claims were considered under the seasonal benefit provisions of the Act, but 10,748 or 21 per cent failed to establish a seasonal benefit period). Disqualifications (including those arising from revised and from seasonal benefit claims) numbered 23,655, the chief reasons for disqualification being: "voluntarily left employment without just cause" 7,696 cases; "not capable of and not available for work" 4,960 cases; and "refused offer of work and neglected opportunity to work" 3,880 cases.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

New beneficiaries for regular and seasonal benefit totalled 154,458 during March, compared with 173,759 during February and 222,627 during March 1955.

During March, a total of \$38,167,352 was paid to both regular and seasonal beneficiaries in compensation for 2,008,060 weeks, in comparison with \$32,188,102 and 1,733,650 weeks during February and \$45,437,011 and 14,449,841 days during March 1955.

Ninety-three per cent of the weekly payments were in respect of "complete weeks", i.e., weeks for which the claimants received the maximum weekly rate established for them. Of the 133,504 weeks classified as "partial" (i.e., the claimant received less than his maximum weekly rate), 78,484 or 59 per cent were those during which the claimant had earnings in excess of the level allowed for his particular benefit rate.

The estimated weekly number of beneficiaries for regular and seasonal benefit during March was 451.5 thousand, compared with 416.1 thousand during February and 512.5 thousand for March 1955.

Seasonal Benefit

A total of 57,555 claims (51,789 initial and 5,766 renewal) were considered for seasonal benefit.

Claims adjudicated numbered 57,235, of which 43,197 (38,040 initial and 5,157 renewal) were entitled to benefit.

Seasonal benefit claimants having an unemployment register in the "live file" on the last working day of the month totalled 149,258 (120,760 males and 28,498 females).

*See Tables E-1 to E-5 at back of book.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for March show that insurance books or contribution cards were issued to 4,561,970 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1955.

As at March 31, employers registered numbered 282,632, an increase of 646 during the month.

Enforcement Statistics

During March, 4,431 investigations were conducted by district investigators across Canada. Of these, 3,557 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 874 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 62 cases, one against an employer and 61 against claimants.† Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 409.‡

Unemployment Insurance Fund

Revenue received in March totalled \$18,932,239.72, compared with \$20,043,943.42 in February and \$17,115,204.50 in March 1955. Benefit payments in March amounted to \$38,151,462.93, compared with \$32,168,997.54 in February and \$45,423,186.20 in March 1955. The balance in the fund at March 31 was \$854,198,518.59; at February 29, there was a balance of \$873,417,741.80 and at March 31, 1955, of \$840,692,316.77.

†These do not necessarily relate to the investigations conducted during this month.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1234, April 25, 1956

Summary of the Facts: The claimant, 44 years of age, filed an initial claim for benefit on January 24, 1955, and stated that he had been employed as manager of a theatre in Halifax, N.S., from March 1954 to January 22, 1955, when he was laid off owing to a change in theatre ownership. The claim was allowed.

On September 19, 1955, the claimant stated to the Halifax office of the Unemployment Insurance Commission that he was the "holder" of a royalty on a theatre promotion plan. According to the submissions, the plan was initiated in July 1954 and, by the end of September 1955, it was in operation in four or five theatres. The submissions also reveal that, since filing his claim, he devoted five days to setting up the plan, which he reported as employed days; and that his average net income therefrom, for the period from January 27, 1955, to October 20, 1955, was \$35.51 a week.

On the facts before him, the insurance officer disqualified the claimant from receipt of benefit for the period from January 24, 1955, to October 1, 1955, on the ground that he was not unemployed. In the opinion of the insurance officer, while the

theatre promotion plan had been for him during that period a subsidiary occupation, the remuneration or profit he derived therefrom exceeded an average of \$2 a day. (Sections 29(1)(a), 31(1)(g) and 31(2) of the old Act.) However, for the period subsequent to October 2, 1955, the insurance officer felt that, while the claimant could be considered as unemployed, his income had to be treated as earnings and taken into account in determining the weekly rate of benefit payable to him. (Sections 54(1), 47(1) and 56 of the new Act and Sections 158(4), 172(1) and (3) and 173 of the Unemployment Insurance Regulations.)

From the decision of the insurance officer, the claimant appealed to a board of referees, before which he appeared in Halifax, N.S., on November 22, 1955. The board unanimously allowed the appeal because, in their opinion, the royalties which the claimant received from the plan were in the nature of an "investment income". Therefore for the period previous to October 2, 1955, he was not following an occupation within the meaning of Section 31(1)(g) of the old Act and for the period subsequent thereto his income from the plan came within the exception provided in Section 172(2)(f) of the Regulations.

From the decision of the board of referees, the chief claims officer, on February 8, 1956, appealed to the Umpire.

Conclusions: This is a factual case and, on the evidence before me, I am not prepared to alter the unanimous finding of the board of referees who had the opportunity of examining the claimant.

The chief claims officer has not satisfactorily established that the claimant's participation in the operation of the plan was such that it could be considered a subsidiary occupation within the meaning of the old Act, or self-employment. I am inclined to agree with the board that the moneys he received from the plan were in the nature of an "investment income".

In view of the claimant's lengthy period of unemployment, some doubts may be entertained as to his readiness to accept employment considered suitable under the Act, but this aspect of the case is not before me for consideration.

The appeal is dismissed.

Decision CUB-1235, April 25, 1956

Summary of the Facts: The claimant was employed as office manager by a firm of food exporters in Montreal, Que., from January 28, 1947, to October 9, 1954, and received a salary of \$45 a week. She was married on October 16, 1954, and then moved to Petawawa, Ont., where her husband was posted for duty by the Army.

On January 20, 1955, she filed an initial claim for benefit at the local office in Pembroke, Ont., and was disqualified under Unemployment Insurance Regulation 137. The disqualification was terminated when the new Regulation 161 came into effect on October 2, 1955.

On November 21, 1955, she filed a renewal claim at the local office in Barrie, in which town she had taken up residence and given birth to a child.

On December 7, 1955, the local office notified her of an offer of permanent employment as assistant bookkeeper with an auto sales and service company in Barrie, at a salary of \$30 to \$35 a week, which is the prevailing rate of pay in that district for that type of work. The hours of work were seven a day and 35 to 39 a week. She refused to apply for the job because the take-home pay would have been too low considering income tax deductions and the wages of a babysitter. She stated, however, that she would accept work at a starting salary of \$40 a week. The local office commented that the possibilities of the claimant of obtaining employment in Barrie at a salary of \$40 a week were very limited.

On the facts before him, the insurance officer disqualified the claimant from receipt of benefit for an indefinite period because she was not available for work, and for a period of six weeks on the ground that she had, without good cause, refused to apply for a situation in suitable employment, both disqualifications to be effective from December 4, 1955. (Sections 54 and 59 of the Act respectively.)

The claimant appealed to a board of referees before which she appeared in Orillia, Ont., on January 12, 1956. In her testimony she stressed the fact that the employment offered involved working on Saturdays. She stated also that her services were worth more than \$30 to \$35 a week.

The majority of the board disallowed the appeal on the grounds that the hours of work were not unreasonable as they did not exceed the normal working week of 40 hours; and that the salary offered was at the prevailing rate in the Barrie district.

The dissenting member of the board was of the opinion "that the prevailing rate should not apply in this case as it should be based on a five-day work week, which is almost universal at the present time". He stated also that the employment should have carried a wage of at least \$40 a week in view of the cost of living in Barrie.

From the decision of the board of referees, the claimant, on January 25, 1956, appealed to the Umpire.

Conclusions: On the evidence before me, I do not see any valid reason to interfere with the majority finding of the board of referees, which is in accordance with the facts, the provisions of the Act and previous decisions of the Umpire dealing with similar cases.

If the claimant wishes or desires to work—and some doubt may be entertained as to the genuineness of her intention in that respect—she must conform to the exigencies of the labour field.

She is not the breadwinner of her family and her domestic responsibilities cannot be a factor in determining what is suitable employment for her or what constitutes good cause for refusal of employment.

The claimant seems to be under the impression that, because she has contributed to the unemployment insurance fund for a number of years, she is *ipso facto* entitled to unemployment insurance benefit.

A claimant acquires right to unemployment insurance benefit only when he meets the conditions laid down in the Act, one of which is to be ready and willing to accept immediately any offer of employment considered suitable under the Act.

The appeal is dismissed.

Labour Conditions

in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during April

Works of Construction, Remodelling, Repair or Demolition

During April the Department of Labour prepared 187 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 131 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in April for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.	1	\$ 10,218.00
Department of Defence Production (March)....	145	719,544.00
R.C.M.P.	6	42,974.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during April

During April the sum of \$7,394.41 was collected from five employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 28 workers concerned.

Contracts containing Fair Wage Schedules Awarded during April

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

Chatham N B: Eastern Woodworkers Ltd, construction of school. *Montreal Que*: Canadian Industrial Equipment Ltd, *supply & installation of magnesium anodes, rods & straps for hot water tanks, Benny Farm. *Ste Foy Que*: Le Service Paysagiste Enrg, site improvement & planting. *Brockville Ont*: E P A Construction Co Ltd, construction of housing units. *Camp Borden Ont*: Thos G Wilcox & Sons Ltd, site improvement & planting; Thos G Wilcox & Sons Ltd, site improvement & planting. *Clinton Ont*: Oldcastle Nurseries, site improvement & planting. *Hamilton Ont*: Hamilton Construction Co, relocation & renovation of 100 wartime houses. *Petawawa Ont*: Reinhold C Gutzman, *clearing 50-ft strip. *Toronto Ont*: Rogers Structural Developments Ltd, construction of office bldg; Anglin Norcross Ltd, construction of apartment units, Lawrence Heights. *Edmonton Alta*: Northwestern Utilities Ltd, *installation of gas distribution system.

Department of Citizenship and Immigration

Manowan Indian Reserve Que: J E Gosselin Inc, electric power installation, Abitibi Indian Agency. *Fort Chipewyan Reserve Alta*: Bruce Robinson Electric (Edmonton) Ltd, replacement of electric generator, Athabaska Indian Agency.

Defence Construction (1951) Limited

Halifax N S: Kenney Construction Co Ltd, construction of outside fitters & machine shop, HMC Dockyard. *Camp Galetown N B*: Atlas Construction Co Ltd, construction of propane storage & distribution system & POL tank farm & facilities; Atlas Construction Co Ltd, construction of rifle ranges. *Bagotville Que*: R E Stewart Construction Corp, addition to swimming pool, drill & recreational hall, RCAF Station. *Lachine Que*: Chas Duranceau Ltee, reconstruction & surfacing of roads, compounds & parking areas, RCAF Station. *Longue Point Que*: Alta Construction Co Ltd, construction of rifle range bldg. *Montreal Que*: Alta Construction Co Ltd, construction of headquarters bldg, RCASC gate house & RCME gate house & outside services. *St Jacques Le Mineur Que*: Desourdy Freres Enr'g, construction of transmitting station. *St Jeans Que*: Desourdy Freres Enr'g, alterations & additions to cadets' mess hall, army barrack block & sergeants' mess bldg. *Ville La Salle Que*: Lewis Bros Asphalt Paving Ltd, construction of reinforced concrete slab, Naval Supply Depot. *Barriefield Ont*: Thomas L Grooms Construction Ltd, alterations to Defence Research Laboratory. *Camp Borden Ont*: Central Bridge Co Ltd, supply & erection of structural steel for junior ranks clubs; Barclay Construction Ltd, construction of fire hall extension & outside services. *Petawawa Ont*: The Bell Telephone Co of Canada, *relocation of telephone system in "N" area; Dibblee Construction Co Ltd, roadwork, landscaping, & installation of sewers, watermain, etc. *Port Arthur Ont*: Barnett-McQueen Co Ltd, construction of small arms range bldg, HMCS Griffon. *Winnipeg Man*: Swanson Construction Co Ltd, construction of sewer & water systems, sub-base & paving for garage area, Fort Osborne Barracks. *Dundurn Sask*: W C Wells Construction Co Ltd, construction of transit bldg, laboratory, administration bldg, sewage pumphouse & outside services. *Saskatoon Sask*: W C Wells Construction Co Ltd, extension of underground steam system, RCAF Station. *Calgary Alta*: The Ellis-Don Ltd, construction of various bldgs, Sarcee Camp. *Ponoka Alta*: Oberst Construction Co Ltd, construction of garage. *Ralston Alta*: Otis Elevator Co, supply & installation of passenger elevator, Central Laboratory Bldg, Suffield Experimental Station. *Esquimalt B C*: Farmer Construction Ltd, construction of chapels, Belmont Park.

Building and Maintenance

Chatham N B: Les Peintres De Chez-Nous Enrg, exterior painting of PMQ's, RCAF Station. *Hull Que*: Alf Grodde Ltd, interior painting of armoury. *Longue Pointe Que*: Dawcoelectric Ltd, rewiring & relighting, #2 bldg, Ordnance Depot. *Montreal Que*: Weiss Electrical Contracting Co, rewiring & relighting of armoury. *North Bay Ont*: A Lanctot Construction Co Ltd, installation of fire escape & alterations to control tower, RCAF Station. *Oshawa Ont*: Brant Construction Co Ltd, construction of underground water mains for fire protection system, Wireless Station; George W Crothers Ltd, supply & installation of diesel generator set, Wireless Station. *Ottawa Ont*: Shore & Horwitz Construction Co Ltd, alterations to bldg #18, Victoria Island. *Pictou Ont*: W A Moffatt Co, application of insulated built-up roofs on hangars, RCAF Station. *Trenton Ont*: Roelofson Elevator Co Ltd, repairs to passenger elevator, RCAF Station Hospital. *Gimli Man*: Harris Construction Co Ltd, construction of fire hall extension & repairs to existing fire hall, RCAF Station. *Calgary Alta*: Pioneer Paving Ltd, construction of parade square, RCAF Station; Norman H Woods & Assoc Ltd, landscaping, RCAF Station, Lincoln Park. *Edmonton Alta*: Buchanan Construction & Engineering Co Ltd, cleaning, repointing & water-proofing of exterior walls, Prince of Wales Armoury. *Camp Chilliwack B C*: Berge & Kavanagh Painters Ltd, exterior painting of various bldgs. *Esquimalt B C*: Norman H Woods & Assoc Ltd, construction of roads & ground improvements.

Department of Defence Production

(March Report)

Shelburne N S: Maritime Asphalt Products Ltd, covering of floors, HMCS *Shelburne*. *Sydney N S*: Municipal Ready-Mix Ltd, paving of parking lots & driveway, RCAF Station. *Montreal Que*: Atlas Tile Flooring Co, laying linoleum at 1179 Bleury St. *London Ont*: Dearborn Chemical Co Ltd, installation of feedwater treatment system, Central Heating Plant, #27 COD. *Orillia Ont to Senneterre Que*: Mechtron Engineering Products Ltd, maintenance, overhaul & housecleaning of diesel units, towers, structures & access roads. *Trenton Ont*: Stephens-Adamson Mfg Co of Canada Ltd, installation of parts for Redler coal elevator, Central Heating Plant Bldg, #27, RCAF Station. *Winnipeg Man*: Dominion Bridge Co Ltd, supply & erection of joists, Minto Armoury. *Banff Alta*: Steel-Crafts (Alberta) Ltd, erection of steel storage tank, National Cadet Camp. *Comox B C*: Marine Pipeline & Dredging Ltd, *cleaning & drying of existing products pipeline, RCAF Station. *Esquimalt B C*: Canadian Fairbanks Morse Co Ltd, *installation of gasoline generating plant, HMC Dockyard. *Ladner B C*: Christian & Allen Ltd, installation of pipe line & related work, Vancouver Wireless Station. *Sea Island B C*: Greater Vancouver Water District, repairing of pipe line from Angus Drive to Sea Island, RCAF Station.

National Harbours Board

Halifax N S: Fundy Construction Co Ltd, construction of shipping house, shipping gallery & rehabilitation of existing galleries; Robb Engineering Works Ltd, supply & erection of structural steel, Shed 27. *Montreal Harbour Que*: Chas Duranceau Ltee, raising of Laurier Pier, Section 43.

National Research Council

Norman Wells N W T: The Tower Co Ltd, installation of utility services, Northern Research Station.

Department of Northern Affairs and National Resources

Beavermouth B C: T Connors Diamond Drilling Co Ltd, subsurface drilling on Columbia River, Calamity Curve.

Department of Public Works

Grand Bank Nfld: Robt Stoodley, wharf improvements. *Hermitage Nfld*: Avalon Dredging Ltd, *dredging. *St John's Nfld*: Grant Mills Ltd, repairs to jetties. *Springdale Nfld*: Gulf Maritime Construction Ltd, wharf reconstruction. *Trepassey Nfld*: Avalon Dredging Ltd, *dredging. *Ellerslie P E I*: Dawson & Noye, construction of wharf. *Graham's Pond P E I*: Everett Condon, breakwater extension. *St Peter's Harbour P E I*: Edward MacCallum, harbour improvements. *Cape St Mary's N S*: Atlantic Bridge Co Ltd, construction of breakwater. *Finlay Point N S*: F W Digdon & Sons Ltd, *dredging. *Little River N S*: M C Campbell & D J Grant, breakwater repairs. *Little River Harbour*

N S: L E & P E Armstrong, reconstruction of wharf. *McNab's Island N S: Continental Construction Co Ltd*, repairs to Garrison Pier. *Middleton N S: Central Construction Co*, addition & alterations, federal bldg. *Pickney's Point N S: J P Porter Co Ltd*, *dredging. *Pictou N S: Ferguson Industries Ltd*, repairs to pontoons for Dredge PWD No 21; Joseph Almon, quay wall repairs. *Shannon Park N S: Cameron Contracting Ltd*, construction of jetty, Wright's Cove. *Upper Whitehead N S: M C Campbell Construction Co Ltd*, wharf extension. *Vogler's Cove N S: Thimot & Comeau*, harbour improvements. *Bathurst N B: Connolly Construction Ltd*, warehouse repairs. *Campbellton N B: Ralph Sharp*, ferry wharf repairs. *Claire Fontaine N B: J W & J Anderson Ltd*, construction of wharf. *Escuminac N B: La Construction de St Paul Ltee*, breakwater extension. *Lord's Cove N B: J W McMulkin & Son Ltd*, wharf extension & *dredging. *Moncton N B: Canadian Mechanical Handling Systems Ltd*, extension to existing conveyor, glacis table unit & deflectors for mail handling equipment, federal bldg. *Saint John (Courtenay Bay) N B: The Standard Dredging Co Ltd*, *dredging. *Saint John (Negro Point) N B: J W McMulkin & Son Ltd*, breakwater repairs. *Angliers (Quinze Dam) Que: The Cementation Co (Canada) Ltd*, repairs & construction of apron (east half). *Chambly Basin (Richelieu River) Que: St Maurice River Dredging Red'g*, *dredging. *Levis Que: Jean-Baptiste Rioux*, wharf repairs. *Montreal Que: J Davidson & Sons Ltd*, interior painting, Postal Terminal Bldg. *Portneuf Que: Gulf Maritime Construction Ltd*, construction of wharf. *Riviere-au-Renard Que: Emile Cloutier*, construction of training pier. *St Jean Que: Tracy Construction Inc*, construction of 3 piers. *Tadoussac (Anse a L'Eau) Que: North Shore Construction Co Ltd*, paving of wharf. *Dryden Ont: Alex Zoldy*, additions & alterations, federal bldg. *Fort William Ont: Consolidated Dredging Ltd*, *dredging. *Jersey River Ont: Simcoe Dock & Dredging Co Ltd*, reconstruction of training wall, stage 2. *Meaford Ont: Birmingham Construction Ltd*, extension to east revetment wall. *Ottawa Ont: Ontario Bldg Cleaning Co Ltd*, cleaning interior east bldg, Veterans Memorial Bldgs; Dibblee Construction Co Ltd, construction of parking area & road development, Science Service Bldg, Central Experimental Farm. *Port Hope Ont: Bermingham Construction Ltd*, breakwater reconstruction. *Rockcliffe Ont: E R Tremblay*, construction of RCMP NCO's married quarters. *Sarnia Ont: R W McKay Construction*, construction of warehouse. *Regina Sask: Canadian Mechanical Handling Systems Ltd*, installation of mail handling equipment for new post office bldg. *Saskatoon Sask: W C Wells Construction Co Ltd*, construction of annex addition-Prairie Regional Laboratory, NRC. *Three Hills Alta: Poole Construction Co Ltd*, erection of federal bldg. *Bold Point B C: Chas Latimer Construction Ltd*, approach renewal. *Fraser River (Annieville Channel) B C: B C Bridge & Dredging Co Ltd*, *dredging. *Fraser River (Garry Point) B C: Gilley Bros Ltd*, bank protection. *Fraser River (Lulu Island) B C: Indian River Quarries Ltd*, bank protection. *Kamloops B C: Sorensen Construction Co Ltd*, construction of header house. *Port Renfrew B C: Pacific Piledriving Co Ltd*, wharf approach. *Victoria B C: Parfitt Construction Co Ltd*, construction of chapels, Veterans Memorial Hospital. *Victoria B C: Canadian Mechanical Handling Systems Ltd*, installation of conveyors & chutes for mail handling, post office bldg.

Department of Transport

Gander Nfld: Chisholm Construction Co Ltd, construction of roads, water mains & sewers at Townsite. *Moncton N B: Alderice J Bourque & J A Bourque*, construction of radio beacon station & related work. *Dorval Que: H J O'Connell Ltd*, provision of water supply main to airport. *Kingston Ont: Kingston Shipyards*, *construction of three diesel engined landing barges. *Fort Smith N W T: Poole Engineering Co Ltd*, additional development of airport.

AFL-CIO Seeks Extension of Fair Labor Standards Act

Organized labour last month asked the United States Congress to extend the Fair Labor Standards Act, governing wages and hours, to cover an additional 9,500,000 workers. Nearly 4,000,000 of these workers are in the retailing and service industries, while 4,250,000 are in agriculture, construction and outside selling.

George Meany, President of the AFL-CIO, suggested to a Senate labor sub-committee that the scope of the Act should be broadened to include employees of large department stores and large chain stores (whether grocery, drug or novelty shops), large hotels, chain restaurants, laundry and dry cleaning and similar establishments.

Prices and the Cost of Living*

Consumer Price Index, May 1956

Canada's consumer price index (1949=100) remained unchanged at 116·6 between the beginning of April and May. A year ago the index was 116·4, and in May 1954 it was 115·5.

Current decreases in the food and household operation indexes were counterbalanced by slight increases in the shelter, clothing and other commodities and services series.

The food index declined from 109·7 to 109·3 as sharply lower prices were reported for tomatoes, along with lesser declines for coffee and some fresh vegetables and meats. Prices were higher for eggs, fresh and canned fruits, potatoes and most cuts of beef.

Both rent and home-ownership components contributed to the upward movement of the shelter index from 131·9 to 132·1.

The clothing index moved from 108·7 to 108·8 as slight increases in footwear were partially offset by a decrease in women's spring coats.

The household operation index moved from 116·6 to 116·5 under the influence of a seasonal decrease in coal prices and lower insurance rates for household effects. Increased prices were reported for household supplies, kitchen utensils, and some items of furniture, as were higher telephone rates in some centres.

The other commodities and services index rose from 120·1 to 120·5. Prices of theatre admissions, haircuts and hairdressing advanced, while prices of new automobiles and automobile insurance rates declined.

Group indexes one year earlier (May 1955) were: food 112·3, shelter 128·8, clothing 107·9, household operation 116·4 and other commodities and services 118·3.

City Consumer Price Indexes, April 1956

Consumer price indexes (1949=100) increased in seven of the ten regional cities between the beginning of March and April 1956.

Increases ranged from 0·2 per cent in both Saint John and Saskatoon-Regina to 0·9 per cent in St. John's. Indexes were unchanged in both Montreal and Vancouver and declined 0·3 per cent in Winnipeg.

Food indexes were up in all regional cities except Winnipeg. Higher prices were recorded in all cities for coffee, eggs, most canned and fresh vegetables, particularly potatoes, which were substantially higher in most cities. Prices moved to still lower levels in most cities for all beef and pork items, and margarine.

The shelter index remained unchanged in six of the ten regional cities and moved slightly upwards in the other four. The few changes in clothing prices resulted in slightly lower indexes in three cities; four were unchanged and three were slightly higher. Changes in household operation indexes were small, as declines in appliance prices were sufficient to move them lower in seven cities, with one unchanged and two slightly higher. Increased doctors', dentists' and optometrists' fees and higher prices for prepaid hospital care were mainly responsible for upward movements in the other commodities and services indexes in five cities. Indexes were unchanged in two cities and down slightly in three.

Regional consumer price index point changes between March and April were as follows: St. John's +0·9 to 105·9*; Halifax +0·5 to 114·8; Toronto +0·5 to 118·7; Ottawa +0·4 to 117·7; Edmonton-Calgary +0·3 to 114·6; Saint John +0·2 to 117·6; Saskatoon-Regina +0·2 to 114·9; Winnipeg -0·3 to 116·5. Montreal and Vancouver remained unchanged at 116·7 and 118·6 respectively.

Wholesale Prices, April 1956

The general wholesale price index (1935-39=100) advanced 0·5 per cent, from 223·3 to 224·5, between March and April, extending the upward climb begun late in 1954 and continuing through 1955 and the first four months this year with only four slight interruptions. All component groups advanced.

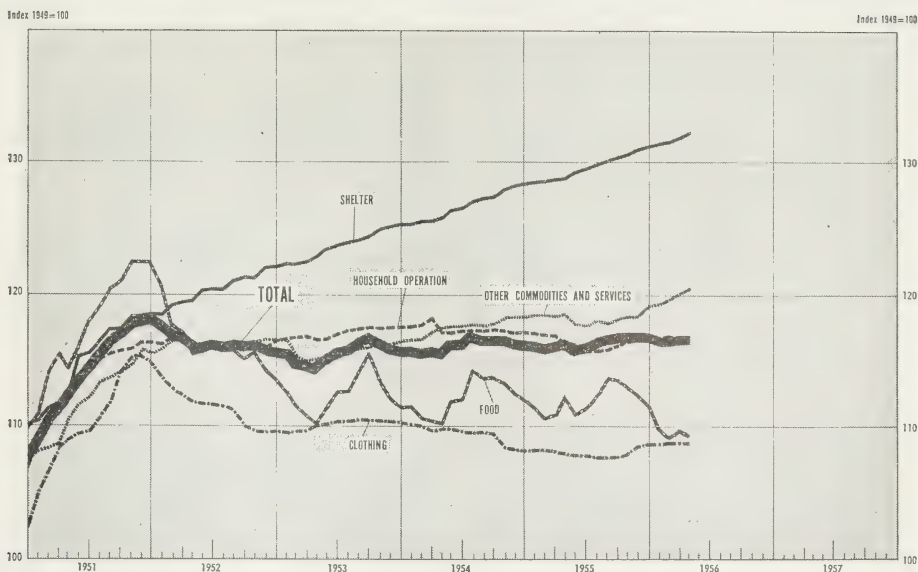
The continuous rise during the past six months is the result of increases in all component groups except animal products.

Between March and April, iron and its products showed the largest gain, moving up 1·6 per cent to 236·1. Vegetable products advanced 0·8 per cent to 196·7; chemicals and allied products, 0·8 per cent to 180·9. Wood, wood products and paper rose 0·3 per cent to 306·6.

*See Tables F-1 and F-2 at back of book.

*On base June 1951=100.

CONSUMER PRICE INDEX FROM JANUARY 1951



Reversing the previous down trend, animal products advanced 0.2 per cent to 218.2.

Fibres, textiles and textile products; non-metallic minerals; and non-ferrous metals each advanced 0.1 per cent, to 229.2, 180.2 and 207.5 respectively.

Canadian farm product prices at terminal markets rose 1.5 per cent between March and April, from 197.5 to 200.4. In field products, the increase of 2.9 per cent, from 164.0 to 168.7, reflected higher quotations for potatoes, western hay and rye, eastern corn, barley and wheat. The index for animal products increased 0.4 per cent from 231.1 to 232.0 in response to increases for eggs, steers, lambs and eastern poultry, which, however, were largely offset by lower prices for calves, hogs, eastern fluid milk and cheesemilk, and western wool.

Residential building material prices rose one-half of one per cent from 291.8 to 293.4. The change was supported principally by an advance in the lumber group, where scattered increases lifted the index from 419.2 to 422.0. This group has

climbed gradually from the March-April 1954 low of 397.3 but is still under the peak of 432.9 reached in May 1951.

The non-residential building materials price index (1949=100) remained unchanged at 127.2.

U.S. Consumer Price Index, April 1956

For the second consecutive month, the United States consumer price index (1947-49=100) rose between mid-March and mid-April, from 114.7 to 114.9, an increase of 0.2 per cent.

The rise brought the index to the year's highest point and 0.6 per cent higher than in April 1955. An 0.6-per-cent rise in retail food prices was responsible for the latest increase in the index.

U.K. Index of Retail Prices, February 1956

The United Kingdom index of retail prices compiled by the Ministry of Labour for mid-February, the first published on the new base (January 17, 1956=100), stood at 101.3. The base previously used was January 15, 1952 (L.G., April, p. 441).

Strikes and Lockouts

Canada April 1956*

Less time was lost in April in work stoppages arising out of industrial disputes than in any month since December 1950.

In April 1956 there were 20 strikes and lockouts in existence, involving 2,772 workers, with a time loss of 10,050 man-working days, compared with 22 strikes and lockouts in March 1956, with 3,243 workers involved and a loss of 16,875 days. In April 1955 there were 21 strikes and lockouts, 2,656 workers involved and a loss of 25,369 days.

For the first four months of 1956 preliminary figures show a total of 51 strikes and lockouts, with 26,043 workers involved and a loss of 600,060 days. In the same period in 1955 there were 46 strikes and lockouts, 16,124 workers involved and a loss of 280,775 days.

Based on the number of non-agricultural paid workers in Canada, the time lost in April 1956 was 0.01 per cent of the estimated working time; March 1956, 0.02 per cent; April 1955, 0.03 per cent; the first four months of 1956, 0.17 per cent; and the first four months of 1955, 0.08 per cent.

The demand for increased wages was a factor in 14 of the 20 disputes in existence during April. Of the other stoppages, three arose over layoffs or suspensions and three over causes affecting conditions of work.

Of the 20 strikes and lockouts in existence during April, one was settled in favour of the workers, seven in favour of the employers, four were compromise settlements and four were indefinite in result, work being resumed pending final settlement. At the end of the month four disputes were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, Que., on February 23, 1954; lumber mill workers at Saint John, N.B., on May 26, 1955; and newspaper printing plant workers at Montreal, Que., on April 20, 1955. The strike of bush workers at Mattice, Ont., which began on January 3, 1956, and was listed in the

March 1956 report as "employment conditions no longer affected by March 3, 1956", was concluded on March 22, 1956.)

Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in February 1956 was 275 and 13 were still in progress from the previous month, making a total of 288 during the month. In all stoppages of work in progress, 97,500 workers were involved and a time loss of 190,000 days caused.

Of the 275 disputes leading to stoppages of work that began in February, 31, directly involved 68,400 workers, arose over demands for advances in wages, and 86, directly involving 9,800 workers, over other wage questions; three, directly involving 200 workers, over questions as to working hours; 26, directly involving 1,200 workers, over questions respecting the employment of particular classes or persons; 124 directly involving 11,400 workers, over other questions respecting working arrangements; two, directly involving 400 workers, over questions of trade union principle; and three, directly involving 400 workers, were in support of workers involved in other disputes.

Australia

The Australian *Monthly Bulletin of Employment Statistics* for January 1956 reported that preliminary figures for 1955 showed a total of 1,532 industrial disputes resulting in work stoppages, directly involving 424,340 workers, with a time loss of 1,010,884 working days. In 1954 there were 1,490 stoppages, 355,580 workers involved and a loss of 901,639 days.

New Zealand

The New Zealand *Monthly Abstract of Statistics* for February 1956 reported a total of 62 industrial disputes resulting in work stoppages during 1955, involving

*See Tables G-1 and G-2 at back of book.

20,224 workers directly and indirectly, with a time loss of 52,043 working days. In 1954 there were 61 stoppages, 16,153 workers involved and a loss of 20,474 days.

United States

Preliminary figures for March 1956 show 250 work stoppages resulting from labour-

management disputes beginning in the month, involving 50,000 workers. The time loss for all work stoppages in progress during the month was 2,000,000 man-days. Corresponding figures for February were 250 stoppages involving 70,000 workers and a loss of 2,200,000 days.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 94.

Fair Labor Standards Act, 1938 (U.S.)

1. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS. *Employment of Learners pursuant to Section 14 of the Fair Labor Standards Act of 1938, as amended.* Title 29, Chapter C, Code of Federal Regulations. Part 522. February 1955. Washington, G.P.O., 1955. Pp. 6.

2. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS. *Hours worked under the Fair Labor Standards Act, as amended.* Title 29, Chapter V, Code of Federal Regulations. December 1955. Washington, G.P.O., 1955. Pp. 10.

Industrial Psychology

3. PATERSON, THOMAS THOMPSON. *Morale in War and Work; an Experiment in the Management of Men.* London, M. Parrish, 1955. Pp. 256.

The author is Senior Lecturer in Industrial Relations at Glasgow University. During the war, while serving in the RAF, he was posted to a fighter station as a Controller in the Operations Room. The station commander asked him to look into the high flying accident rate and to try to curb it. Dr. Paterson tells how he worked on the problem and how he has applied what he learned to his present work in industry.

4. RICHARDSON, CYRIL ALBERT. *An Introduction to Mental Measurement and its Applications.* London, New York, Longmans, Green, 1955. Pp. 101.

Mental measurement is an attempt to measure such qualities as intelligence, temperament, character, and educational attainment.

Industrial Relations

5. FITZGERALD, MARK JAMES. *Britain views Our Industrial Relations.* Notre Dame, Ind., University of Notre Dame Press, 1955. Pp. 221.

The author has analysed the reports of 67 British Productivity Teams sponsored by the Anglo-American Council on Productivity. These reports were published between 1948 and 1953.

6. LARROWE, CHARLES P. *Shape-up and Hiring Hall; a Comparison of Hiring Methods and Labor Relations on the New York and Seattle Waterfronts.* Berkeley, University of California Press, 1955. Pp. 250.

In New York, longshoremen chosen in the shape-up by the hiring foremen are guaranteed only four hours' work a day. In Seattle, longshoremen register in a central hiring hall and they are picked for jobs in rotation so that their wages are steady. The hiring hall is administered jointly by the union and employers to prevent any violations of the rules laid down for assigning men to jobs.

Labouring Classes

7. BARBASH, JACK. *Universities and Unions in Worker's Education.* 1st ed. New York, Harper, 1955. Pp. 206.

This book is a report and appraisal of the activities of the Inter-University Labor Education Committee, which is composed of one representative each from eight universities and four each from the AFL and CIO. The eight participating universities are Chicago, Cornell, Illinois, Pennsylvania State, Roosevelt College, Rutgers, Wisconsin, and the University of California at Los Angeles.

8. GORDON, MARGARET S. *Employment Expansion and Population Growth, the California Experience: 1900-1950*. Berkeley, University of California Press, 1954. Pp. 192.

Between 1850 and 1950 California's population increased almost sixty-four-fold. So far the rate of employment has tended to keep up with the increase in population. This book looks into historical trends and fluctuations in the growth of population and employment and suggests probable future developments.

9. INTERNATIONAL LABOUR OFFICE. *Living and Working Conditions of Indigenous Populations in Independent Countries*. Geneva, 1955-1956. 2 Volumes.

At head of title: Report 8(1)-(2). International Labour Conference. Thirty-Ninth Session, Geneva, 1956.

10. INTERNATIONAL LABOUR OFFICE. *Weekly Rest in Commerce and Offices*. Seventh Item on the Agenda. Geneva, 1955-1956. 2 Volumes.

At head of title: Report 7(1)-(2). International Labour Conference. Thirty-Ninth Session, Geneva, 1956.

11. LABOUR - MANAGEMENT CONFERENCE, RUTGERS UNIVERSITY, NEW BRUNSWICK, N.J. 7th, 1955. *Benefit Plans in Collective Bargaining*. New Brunswick, N.J., 1955. Pp. 93.

This is a discussion on the subject whether employees' benefit plans should be contributory or non-contributory.

12. ORNATI, OSCAR A. *Jobs and Workers in India*. Ithaca, Institute of International Industrial and Labor Relations, Cornell University, 1955. Pp. 215.

"...This study was conceived as a handbook on labor and labor problems in India for the use of students, businessmen, trade union leaders, and government officials preparing to study, invest, or work in India, or to advise on policies connected with India's labor situation."

Older Workers

13. CORSON, JOHN JAY. *Economic Needs of Older People*, by John J. Corson and John W. McConnell. With Policy Recommendations by the Committee on Economic Needs of Older People. New York, Twentieth Century Fund, 1956. Pp. 533.

This is a survey of social security and all forms of public and private pension plans and old-age assistance.

14. INTERNATIONAL LABOUR OFFICE. *The Age of Retirement*. Fourth Item on the Agenda. Geneva, 1954. Pp. 147. At head of title: Report 4. International Labour Organization. European Regional Conference, 1955.

A survey of older workers in Europe.

Wages and Hours

15. DYER, EVERETT DIXON. *A Study of Role and Authority Patterns and Expectations in a Group of Urban Middle-Class Two-Income Families*. Ann Arbor, University Microfilms, 1955. ([University Microfilms, Ann Arbor, Mich.] Publication No. 14, 690.) Microfilm copy of typescript. Positive. Collation of the original: 228 leaves. Thesis—University of Wisconsin.

The author conducted a survey among 129 families in Madison, Wis. where the wife was working. He studies the effect which the wife's outside employment has on the marriage.

16. GREAT BRITAIN. PARLIAMENTARY HOUSE OF LORDS. *Equal Pay for Equal Work*. (In Parliamentary Debates, House of Lords Official Report. Vol. 180, No. 29. 11 Feb. 1953. Pp 353-369; 373-389.)

Miscellaneous

17. CANADA. CIVIL SERVICE COMMISSION. *Civil Service Examinations; Specimen Questions and General Information*. Ottawa, Queen's Printer, 1954? Pp. 44.

18. CARROLL, PHIL. *How Foremen can control Costs*. 1st. ed. New York, McGraw-Hill, 1955. Pp. 301.

The foreman has to know how to control costs. This book describes how costs affect the company, its employees, and its customers. It tells the foreman how to keep down costs.

19. DRUCKER, PETER FERDINAND. *The Practice of Management*. 1st ed. New York, Harper, 1954. Pp. 404.

This book is an analysis of business management. There are case histories of management in such companies as Sears, Roebuck, General Motors, Ford Motor Co., and International Business Machines, among others.

20. JUNE, STEPHEN A. *The Automatic Factory, a Critical Examination*, by Stephen A. June [and others] Pittsburg, Instruments Pub. Co., 1955. Pp. 88.

The authors spent more than six months interviewing leading authorities, reading the literature and gathering information on automation as part of the requirements of the manufacturing course given at Harvard University Graduate School of Business Administration.

21. MORGENSTERN, OSKAR, ed. *Economic Activity Analysis*. New York, Wiley, 1954. Pp. 554.

"The studies collected in this volume have been made by the Economics Research Project, Princeton University on 'The Mathematical Structure of American Type Economies...' The writings fall into the newly developed field of economic activity analysis and linear programming."

22. MURRAY, KEITH ANDERSON HOPE. *Agriculture*. London, H.M.S.O.; Longmans, Green, 1955. Pp. 422.

Issued in the series, History of the Second World War, United Kingdom civil series.

This book is divided into four parts. Part 1 covers the first World War and the period between 1918 and 1939. Parts 2 and 3 cover the period of World War II, 1939 to 1945. Part 4 discusses production policy and achievement and changes in the structure and technique of farming.

23. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Nomination of Ewan Clague, of Pennsylvania, to be Commissioner, Bureau of Labor Statistics, U.S. Department of Labor*. Hearing before the Committee on Labor and Public Welfare, U.S. Senate, 84th Congress. 1st session... July 29, 1955. Washington, G.P.O., 1955. Pp. 20.

24. U.S. PRESIDENTIAL ADVISORY COMMITTEE ON TRANSPORT POLICY AND ORGANIZATION. *Revision of Federal Transportation Policy; a Report to the President*. Washington, G.P.O., 1955. Pp. 20.

Government policy has not kept pace with the modern competitive aspects of transportation. This has necessitated the present investigation.

25. WRONG, DENNIS HUME. *American and Canadian Viewpoints*. Prepared for the Canada-United States Committee on Education. Washington, American Council on Education, 1955. Pp. 62.

This pamphlet describes the "similarities and differences in the outlooks of Canadians and Americans with respect to the major areas of social life".

Annual Reports

26. ALBERTA. BUREAU OF STATISTICS. *Review of Business Conditions, 1955*. Edmonton, 1956. Pp. 13.

27. ALBERTA. DEPARTMENT OF PUBLIC WELFARE. *Eleventh Annual Report, 1954-1955*. Edmonton, Queen's Printer, 1956. Pp. 47.

28. AMERICAN ZINC INSTITUTE. *A Review of the Zinc Industry in 1955*. New York, 1956. Pp. 13.

29. AUSTRALIA. BUREAU OF CENSUS AND STATISTICS. TASMANIA BRANCH. *Statistics of the State of Tasmania for the Year 1953-54*. Hobart, Government Printer, 1955. 1 Volume (various pagings).

30. BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES. *Proceedings of the Thirty-Second Regular Convention convened at the Hotel Statler, Detroit, Mich., June 20-25, 1955*. Detroit, 1955. Pp. 329.

31. CANADA. DEPARTMENT OF DEFENSE PRODUCTION. *Fifth Report, 1955*. Ottawa, Queen's Printer, 1956. Pp. 58.

32. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Workmen's Compensation in Canada, a Comparison of Provincial Laws*. December 1955. Ottawa, Queen's Printer, 1956. Pp. 41.

33. CANADA. DEPARTMENT OF TRADE AND COMMERCE. *Private and Public Investment in Canada, Outlook 1956*. Ottawa, Queen's Printer, 1956. Pp. 23.

35. HONG KONG. COMMISSIONER OF LABOUR. *Annual Departmental Report for the Financial Year 1954-55 together with the Report of the Registrar of Trade Unions*. Hong Kong, Government Printer, 1955. Pp. 150.

36. IRISH TRADE UNION CONGRESS. *Sixty-First Annual Report; Being the Report of the National Executive for 1954-55 and the Report of the Proceedings of the Sixty-First Annual Meeting held in U.T.A. Hall, Portbush, July 27th, 28th and 29th 1955*. Dublin, 1955. Pp. 269.

37. KENYA. LABOUR DEPARTMENT. *Annual Report, 1954*. Nairobi, Government Printer, 1955. Pp. 60.

38. MANITOBA. DEPARTMENT OF LABOUR. *Annual Report for the Fiscal Year ending March 31st, 1955*. Winnipeg, 1956? Pp. 84.

39. NEW BRUNSWICK. DEPARTMENT OF HEALTH AND SOCIAL SERVICES. *Thirty-Eighth Annual Report of the Chief Medical Officer for the Year ending March 31, 1955 with Vital Statistics for 1953 and Tentative Synopsis for 1954*. Fredericton, 1956. Pp. 259.

40. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Report for the Year ending March 31st, 1955*. Pp. 41.

41. NEW BRUNSWICK. WORKMEN'S COMPENSATION BOARD. *Thirty-Seventh Annual Report, 1955*. St. John, 1956. Pp. 44.

42. NEW YORK. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1954*. Albany? 1955? Pp. 29.

43. NEW ZEALAND FEDERATION OF LABOUR. *Minutes and Report of Proceedings of the 18th Annual Conference held in the Trades Hall, Wellington, May 10, 11, 12, 13, 1955*. Wellington, 1955. Pp. 111.

44. NOVA SCOTIA. DEPARTMENT OF LABOUR. *Annual Report for the Fiscal Year April 2, 1954 to March 31, 1955*. Halifax, Queen's Printer, 1955. Pp. 72.

45. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. *Seventh Report of the O E E C. Economic Expansion and its Problems*. Paris, 1956. Pp. 298.

46. PENNSYLVANIA. LABOUR RELATIONS BOARD. *Nineteenth Annual Report for the Calendar Year ended December 31, 1955.* Harrisburg, 1956. Pp. 265.

47. PRINCE EDWARD ISLAND. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1955.* Charlottetown, 1955. Pp. 25.

48. SASKATCHEWAN. DEPARTMENT OF CO-OPERATION AND CO-OPERATIVE DEVELOPMENT. *Eleventh Annual Report for the Twelve Months ended March 31, 1955.* Regina, Queen's Printer, 1956. 1 Volume (various pagings).

49. SASKATCHEWAN. DEPARTMENT OF LABOUR. *Eleventh Annual Report for the Twelve Months ended March 31, 1955.* Regina, Queen's Printer, 1956. Pp. 76.

50. SIERRA LEONE. LABOUR DEPARTMENT. *Report for the Year 1954.* Freetown, Government Printing Department, 1956. Pp. 29.

51. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. TRANSPORT DIVISION. *Annual Bulletin of Transport Statistics for Europe, 1954.* Geneva, 1955. Pp. 88.

52. U.S. FEDERAL MEDIATION AND CONCILIATION SERVICE. *Eighth Annual Report, Fiscal Year, 1955.* Washington, G.P.O., 1956. Pp. 68.

53. U.S. PRESIDENT. *Economic Report of the President transmitted to the Congress, January 24, 1956.* Washington, G.P.O., 1956. Pp. 238.

54. UTTAR PRADESH. *Annual Report on the Working of the Factories Act, 1948 for the Year 1952.* Allahabad, Superintendent, Printing and Stationery, 1955. Pp. 115.

55. WISCONSIN. EMPLOYMENT RELATIONS BOARD. *Seventeenth Annual Report for the Fiscal Year ended June 30, 1955.* Madison, 1956. Pp. 37.

Credit Unions Increase by 314 to 3,920 in Year

The total of credit unions in Canada during 1954 reached 3,920, with a total membership of 1,560,715, according to *Credit Unions in Canada, 1954*, published by the Economic Division of the federal Department of Agriculture. This represented an increase of 314 credit unions and 126,445 members over the previous year.

In Ontario there was an increase of 211 credit unions; in Quebec, a gain of 46 credit unions. British Columbia, Alberta and Saskatchewan had net gains of 24, 14 and nine respectively.

More than half the members of credit unions were in Quebec, which reported a

total of 858,861, an increase of 54,760 over 1953. Ontario came next with 307,424 members, 29,340 more than in 1953. British Columbia, with 104,527 members—16,719 more than in 1953—came third.

Total assets were reported at \$552,362,571 in 1954.

Share capital for 3,690 credit unions reporting in 1954 amounted to \$160,863,551, an increase of 20.8 per cent over 1953. Deposits by members at the end of 1954 amounted to \$349,719,983, an increase of 9.1 per cent compared with 1953.

At present one person in ten in Canada belongs to a credit union.

Report of Board

(Continued from page 716)

they shall be paid at double the straight time base rate of pay from 5:00 p.m. with a minimum of one (1) hour for any work so performed between 5:00 and 6:00 p.m.

(b) *Sundays*—For any work performed on Sundays, men shall be paid at double the straight time base rate of pay with a minimum of three (3) hours.

(c) *Holidays*—For any work performed on holidays named in this agreement men shall be paid at double the straight time base rate of pay with a minimum of three (3) hours.

The Board commends both parties with respect to the harmonious relations which exist and which have prevailed between them for the past twenty years.

The Board appreciates the co-operation it has received from the representatives of both parties, and is pleased to record that the information and briefs submitted were ably presented and of great assistance in arriving at a determination.

Respectfully submitted.

(Sgd.) F. E. HARRISON,
Chairman.

(Sgd.) GEORGE HOME,
Member.

(Sgd.) C. G. ROBSON,
Member.

Dated at Vancouver, B.C., this 16th day of April, 1956.

Labour Statistics

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED MARCH 24, 1956

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,536	98	411	1,569	2,039	968	451
Agricultural.....	686	*	44	161	198	256	25
Non-Agricultural.....	4,850	96	367	1,408	1,841	712	426
Males.....	4,245	79	323	1,225	1,515	758	345
Agricultural.....	669	*	43	160	191	249	24
Non-Agricultural.....	3,576	77	280	1,065	1,324	509	321
Females.....	1,291	19	88	344	524	210	106
Agricultural.....	17	*	*	*	*	*	*
Non-Agricultural.....	1,274	19	87	343	517	203	105
All Ages.....	5,536	98	411	1,569	2,039	968	451
14—29 years.....	500	14	40	181	159	78	23
20—24 years.....	724	16	53	233	243	129	50
25—44 years.....	2,595	45	183	728	964	456	219
45—64 years.....	1,506	21	116	380	584	269	136
65 years and over.....	211	*	19	47	89	36	18
<i>Persons with Jobs</i>							
All status groups.....	5,241	88	370	1,433	1,983	931	436
Males.....	3,978	70	286	1,100	1,464	725	333
Females.....	1,263	18	84	333	519	206	103
Agricultural.....	679	*	43	159	196	254	25
Non-Agricultural.....	4,562	86	327	1,274	1,787	677	411
Paid Workers.....	4,118	72	285	1,147	1,647	597	370
Males.....	2,955	55	211	835	1,163	417	274
Females.....	1,163	17	74	312	484	180	96
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	295	10	41	136	56	37	15
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,110	159	465	1,442	1,640	934	470
Males.....	1,052	53	106	259	304	216	114
Females.....	4,058	106	359	1,183	1,336	718	356

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended Mar. 24, 1956		Week Ended Feb. 18, 1956		Week Ended Mar. 19, 1955	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	309	281	325	293	418	393
Without Jobs.....	295	268	308	278	401	378
Under 1 month.....	71	—	70	—	78	—
1— 3 months.....	120	—	166	—	164	—
4— 6 months.....	81	—	51	—	114	—
7—12 months.....	14	—	11	—	31	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	14	13	17	15	17	15
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	10	10	13	11	12	10

⁽¹⁾ To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, (including Govern- ment)	Supple- mentary Labour Income	Total
1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	303	63	233	199	32	906
1953—Average.....	72	329	70	252	218	35	976
1954—Average.....	72	323	68	261	239	36	999
1955—Average.....	74	344	78	276	262	38	1,072
1955—January.....	71	318	60	257	250	35	991
February.....	68	327	57	257	252	35	996
March.....	59	330	56	259	257	36	997
April.....	59	336	63	266	253	36	1,013
May.....	69	340	72	273	258	37	1,049
June.....	77	346	86	279	265	38	1,091
July.....	80	346	86	283	260	38	1,093
August.....	81	353	82	282	261	39	1,108
September.....	81	355	93	285	273	39	1,126
October.....	82	358	99	289	271	40	1,139
November.....	83	357	89	290	274	40	1,133
December.....	81	363	80	290	272	39	1,125
1956—January.....	75	352	68	278	268	39	1,080
February.....	77	358	68	282	269	39	1,093

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At March 1, employers in the principal non-agricultural industries reported a total employment of 2,563,303.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1953—Jan. 1.....	113.0	141.6	125.3	53.81	111.4	139.1	124.9	54.92
Feb. 1.....	110.3	145.6	132.0	56.72	111.9	149.7	133.8	58.82
Mar. 1.....	110.0	147.0	133.6	57.40	112.7	151.9	134.8	59.25
Apr. 1.....	110.0	146.7	133.4	57.33	112.9	152.6	135.2	59.43
May 1.....	110.9	148.2	133.9	57.52	113.1	152.9	135.2	59.43
June 1.....	112.4	151.5	134.4	57.72	113.4	154.0	135.2	59.43
July 1.....	114.9	154.5	134.0	57.87	114.7	155.0	134.5	59.16
Aug. 1.....	115.6	155.3	133.9	57.52	114.4	153.9	134.0	58.93
Sept. 1.....	116.6	157.0	134.1	57.61	115.6	155.4	133.8	58.83
Oct. 1.....	116.9	158.7	135.3	58.11	115.2	157.1	135.8	59.69
Nov. 1.....	115.9	157.4	135.3	58.14	113.1	155.0	136.4	59.98
Dec. 1.....	114.1	154.9	135.3	58.13	110.9	152.8	137.1	60.29
1954—Jan. 1.....	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1.....	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1.....	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1.....	105.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1.....	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1.....	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1.....	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1.....	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1.....	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1.....	113.4	157.1	137.9	59.25	108.1	151.8	139.6	61.39
Nov. 1.....	112.5	157.2	139.2	59.78	106.3	150.5	140.8	61.89
Dec. 1.....	112.1	156.2	138.7	59.59	105.4	149.7	141.2	62.07
1955—Jan. 1.....	109.1	149.2	136.1	58.49	103.2	143.5	138.3	60.80
Feb. 1.....	105.8	148.8	140.0	60.15	103.6	148.2	142.2	62.53
Mar. 1.....	105.6	150.3	141.7	60.86	105.7	152.5	143.5	63.11
Apr. 1.....	105.7	150.0	141.2	60.68	106.5	154.2	143.9	63.28
May 1.....	107.4	153.1	141.9	60.96	107.3	156.6	145.1	63.81
June 1.....	111.7	158.8	141.4	60.76	109.3	158.9	144.5	63.54
July 1.....	115.3	164.1	141.7	60.87	111.6	161.5	143.9	63.28
Aug. 1.....	116.1	166.0	142.3	61.13	111.4	161.0	143.7	63.18
Sept. 1.....	118.3	169.0	142.2	61.11	114.0	164.9	143.8	63.24
Oct. 1.....	118.5	170.4	143.1	61.49	113.4	166.2	145.6	64.04
Nov. 1.....	118.2	171.4	144.3	61.97	112.8	166.5	146.8	64.54
Dec. 1.....	117.9	170.9	144.4	62.02	112.3	166.3	147.2	64.71
1956—Jan. 1.....	114.6	162.2	140.9	60.54	109.8	156.9	145.2	62.47
Feb. 1.....	112.3	164.0	145.3	62.43	110.2	164.0	147.9	65.05
Mar. 1.....	113.1	167.1	147.0	63.15	112.1	168.1	149.0	65.52

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES
AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Mar. 1 1956	Feb. 1 1956	Mar. 1 1955	Mar. 1 1956	Feb. 1 1956	Mar. 1 1955
(a) Provinces						
Newfoundland.....	119.5	122.7	110.3	55.69	54.20	54.17
Prince Edward Island.....	125.7	108.4	101.4	43.16	47.74	45.61
Nova Scotia.....	100.4	96.9	91.4	52.40	52.68	51.35
New Brunswick.....	105.6	108.2	96.2	55.06	54.07	53.94
Quebec.....	112.1	112.5	104.6	60.76	59.94	58.61
Ontario.....	115.4	113.5	108.2	65.61	64.94	63.24
Manitoba.....	102.8	103.2	98.8	59.85	59.05	58.00
Saskatchewan.....	107.1	107.9	106.7	59.64	58.96	57.38
Alberta (including Northwest Territories).....	132.0	132.2	121.4	65.52	64.92	61.74
British Columbia (including Yukon).....	110.7	109.1	101.0	68.05	67.33	65.31
Canada.....	113.1	112.3	105.6	63.15	62.43	60.86
(b) Metropolitan Areas						
St. John's.....	112.0	113.9	106.6	46.27	45.59	45.14
Sydney.....	89.1	83.8	89.2	63.51	62.93	60.77
Halifax.....	116.9	115.7	114.4	52.13	52.30	49.98
Saint John.....	106.2	111.8	108.3	51.92	51.10	50.62
Quebec.....	103.6	103.7	101.3	52.37	52.38	49.52
Sherbrooke.....	104.3	103.7	98.7	53.96	52.53	51.59
Three Rivers.....	106.7	105.5	94.7	58.57	58.29	56.73
Drummondville.....	78.0	78.3	74.2	54.47	54.77	54.42
Montreal.....	114.0	114.2	107.7	61.48	61.25	59.05
Ottawa—Hull.....	113.4	112.7	107.4	58.12	57.70	55.94
Peterborough.....	96.4	95.8	92.2	66.79	66.48	63.37
Oshawa.....	159.9	81.8	151.2	71.97	67.81	69.05
Niagara Falls.....	114.4	115.2	111.7	72.00	71.06	69.45
St. Catharines.....	114.9	102.5	112.1	71.92	72.87	69.94
Toronto.....	123.6	123.2	118.0	66.33	65.96	63.88
Hamilton.....	108.8	109.1	99.6	67.89	67.39	64.83
Brantford.....	90.3	88.8	83.3	62.75	61.19	59.91
Galt.....	105.5	104.3	93.1	57.75	57.75	55.32
Kitchener.....	105.4	105.4	101.2	60.06	59.84	58.78
Sudbury.....	131.1	130.9	127.6	77.95	78.15	74.61
London.....	114.6	110.5	106.4	61.60	59.26	57.25
Sarnia.....	123.8	123.0	113.1	78.07	74.73	73.86
Windsor.....	107.8	105.6	100.4	72.44	72.34	72.41
Sault Ste. Marie.....	117.7	119.2	101.8	78.12	76.97	68.28
Ft. William—Pt. Arthur.....	103.6	104.8	96.1	64.13	63.80	61.06
Winnipeg.....	102.0	103.0	99.2	56.75	56.38	55.56
Regina.....	108.4	109.2	109.4	57.29	56.88	55.16
Saskatoon.....	108.4	111.4	110.3	56.21	55.13	53.91
Edmonton.....	153.8	155.5	138.3	60.27	60.00	57.96
Calgary.....	139.9	139.6	130.2	61.44	61.21	59.07
Vancouver.....	109.2	108.4	100.5	65.30	64.76	62.83
Victoria.....	113.2	114.9	112.3	61.46	60.93	57.87

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Mar. 1 1956	Feb. 1 1956	Mar. 1 1955	Mar. 1 1956	Feb. 1 1956	Mar. 1 1955
Mining	116.0	114.4	110.0	77.46	76.82	73.57
Metal mining.....	119.9	118.9	112.5	79.23	78.31	76.31
Gold (a).....	76.3	76.6	80.8	70.41	69.20	69.20
Other metal (b).....	160.6	158.3	142.0	83.13	82.42	80.09
Fuels	107.6	105.4	104.1	77.25	76.63	71.51
Coal.....	71.0	68.2	73.4	63.89	64.24	59.31
Oil and natural gas.....	229.7	229.4	205.6	91.02	88.91	85.88
Non-metal (c)	123.8	121.5	116.8	70.24	70.69	67.35
Manufacturing	112.1	110.2	105.7	65.52	65.05	63.11
Food and beverages.....	98.0	98.5	94.5	58.84	58.11	56.76
Meat products.....	115.7	117.3	108.7	66.12	66.54	65.61
Canned and preserved fruits and vegetables.....	67.6	70.1	63.0	55.02	53.20	52.39
Grain mill products.....	101.9	101.0	102.6	61.29	61.96	59.26
Bread and other bakery products.....	107.0	107.8	103.4	54.80	54.09	52.68
Biscuits and crackers.....	89.5	88.8	88.9	49.24	49.13	45.69
Distilled and malt liquors.....	99.8	98.8	96.9	73.82	72.58	70.48
Tobacco and tobacco products.....	102.0	104.6	102.2	54.57	54.56	54.56
Rubber products.....	109.9	111.7	103.4	66.34	67.16	65.42
Leather products.....	91.6	90.6	87.6	45.80	45.38	43.60
Boots and shoes (except rubber).....	94.9	93.4	91.5	43.85	43.42	41.52
Textile products (except clothing).....	88.2	88.2	83.4	53.39	53.22	52.13
Cotton yarn and broad woven goods.....	90.5	90.2	83.1	51.36	51.07	49.06
Woollen goods.....	73.9	74.2	70.9	51.11	51.15	50.03
Synthetic textiles and silk.....	88.8	89.6	86.4	58.81	59.04	58.36
Clothing (textile and fur).....	96.8	95.3	92.4	43.59	43.10	42.46
Men's clothing.....	101.0	99.4	95.7	42.35	42.16	41.05
Women's clothing.....	98.0	96.5	96.7	44.77	44.28	43.50
Knit goods.....	84.4	83.7	79.1	43.93	43.68	43.05
Wood products.....	105.2	103.0	99.9	57.22	57.02	56.04
Saw and planing mills.....	106.1	103.5	102.1	59.35	59.20	58.06
Furniture.....	109.5	107.9	102.8	54.74	54.41	53.60
Other wood products.....	93.2	91.8	84.6	51.58	51.48	50.39
Paper products.....	118.0	117.3	111.6	76.92	76.77	73.57
Pulp and paper mills.....	119.8	119.4	114.5	82.85	82.72	78.89
Other paper products.....	113.5	112.3	104.5	61.60	61.30	59.34
Printing, publishing and allied industries.....	113.3	112.9	111.1	70.41	69.70	66.92
Iron and steel products	108.8	107.2	97.9	73.65	73.06	69.41
Agricultural implements.....	70.4	67.5	73.7	74.72	72.90	70.60
Fabricated and structural steel.....	140.6	133.4	122.1	76.41	75.15	75.32
Hardware and tools.....	108.0	107.7	98.3	68.99	67.66	65.02
Heating and cooking appliances.....	104.6	100.8	94.8	63.71	64.38	60.62
Iron castings.....	106.0	105.7	89.6	72.25	71.74	68.63
Machinery mfg.....	114.0	113.1	105.5	72.27	71.96	68.07
Primary iron and steel.....	116.4	114.5	97.3	81.03	80.36	74.15
Sheet metal products.....	107.8	105.5	97.9	70.01	69.39	66.69
Transportation equipment.....	141.1	129.5	133.8	72.17	71.71	71.71
Aircraft and parts.....	346.6	344.9	335.0	77.35	77.83	75.23
Motor vehicles.....	143.5	112.3	127.2	77.51	76.41	79.65
Motor vehicle parts and accessories.....	117.6	93.0	120.2	69.36	71.31	71.80
Railroad and rolling stock equipment.....	88.9	90.4	81.2	65.60	64.43	64.40
Shipbuilding and repairing.....	146.6	144.2	140.4	67.18	66.81	63.89
Non-ferrous metal products	126.1	125.3	120.2	73.96	73.82	71.55
Aluminum products.....	127.9	127.7	121.5	69.11	68.26	67.31
Brass and copper products.....	113.8	111.9	102.7	71.42	70.71	68.09
Smelting and refining.....	146.0	145.0	140.1	79.99	80.13	77.80
Electrical apparatus and supplies.....	144.5	143.0	132.6	70.39	70.50	67.20
Non-metallic mineral products	125.7	124.8	110.1	68.33	68.40	66.15
Clay products.....	107.0	106.8	91.8	65.16	66.46	61.56
Glass and glass products.....	129.1	128.1	121.8	66.86	67.30	63.46
Products of petroleum and coal.....	126.6	126.5	120.3	94.01	89.52	86.69
Chemical products.....	123.9	124.0	119.9	72.34	71.81	68.74
Medicinal and pharmaceutical preparations.....	114.6	113.3	108.2	67.40	67.15	64.01
Acids, alkalis and salts.....	127.3	128.3	123.7	80.10	79.61	77.12
Miscellaneous manufacturing industries.....	104.0	103.6	100.3	56.36	56.12	54.75
Construction	101.9	102.9	87.0	67.24	66.29	63.16
Building and structures.....	111.2	113.0	93.1	72.69	71.22	67.00
Building.....	116.4	119.1	94.4	72.33	70.89	65.79
Engineering work.....	88.8	86.9	87.3	74.74	73.19	72.79
Highways, bridges and streets.....	87.1	86.7	77.3	56.02	55.94	55.80
Service	115.9	115.2	108.0	42.43	42.02	40.11
Hotels and restaurants.....	109.6	108.8	102.5	36.22	35.75	34.86
Laundries and dry cleaning plants.....	103.5	103.2	99.8	38.24	38.36	37.04
Other service.....	153.7	152.6	139.5	60.86	60.15	56.94
Industrial composite	113.1	112.3	105.6	63.15	62.43	60.86

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Mar. 1, 1956	Feb. 1, 1956	Mar. 1, 1955	Mar. 1, 1956	Feb. 1, 1956	Mar. 1, 1955
Newfoundland.....	43.2	41.1	42.3	134.9	137.6	134.8
Nova Scotia.....	41.3	41.3	41.4	131.9	132.8	125.2
New Brunswick.....	42.3	42.3	42.5	133.0	133.1	126.7
Quebec.....	42.8	42.7	42.4	132.3	132.1	128.4
Ontario.....	40.9	40.8	40.8	157.3	155.4	151.5
Manitoba.....	40.6	40.7	40.2	139.0	139.1	136.1
Saskatchewan.....	39.7	39.8	40.2	155.8	151.9	148.1
Alberta (1).....	39.8	40.1	40.0	154.3	153.5	150.0
British Columbia (2).....	38.3	38.2	38.7	177.9	177.4	172.0

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1 1956	Feb. 1 1956	Mar. 1 1955	Mar. 1 1956	Feb. 1 1956	Mar. 1 1955	Mar. 1 1956	Feb. 1 1956	Mar. 1 1955
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	44-1	43-8	43-3	166-4	166-2	160-6	73.38	72.80	69.54
Metal mining.....	44-5	44-0	44-6	170-8	170-5	164-3	76.01	75.02	73.28
Gold.....	46-1	45-8	46-5	142-3	140-3	140-7	65.60	64.26	65.43
Other metal.....	43-8	43-1	43-6	184-7	185-6	178-4	80.90	79.99	77.78
Fuels.....	43-5	43-1	41-2	160-4	160-6	155-0	69.77	69.22	63.86
Coal.....	41-9	41-8	39-4	150-0	151-3	146-3	62.85	63.24	57.64
Oil and natural gas.....	47-5	46-2	46-2	184-6	181-6	175-9	87.69	83.90	81.27
Non-metal.....	43-3	44-1	42-0	157-7	157-0	154-6	68.28	69.24	64.93
Manufacturing.....	41-3	41-2	41-2	148-5	147-3	143-5	61.33	60.69	59.12
Food and beverages.....	41-4	40-9	40-9	130-1	130-0	125-6	53.86	53.17	51.37
Meat products.....	39-5	40-0	39-8	155-2	155-5	153-8	61.30	62.20	61.21
Canned and preserved fruits and vegetables.....	39-7	40-7	39-8	121-2	118-3	113-0	48.12	48.15	44.97
Grain mill products.....	41-4	41-2	40-2	141-1	141-9	137-3	58.42	58.46	55.19
Bread and other bakery products.....	43-5	43-0	43-3	113-9	113-4	108-8	49.55	48.76	47.11
Distilled and malt liquors.....	40-4	39-8	39-4	168-0	167-1	160-9	67.87	66.51	63.39
Tobacco and tobacco products.....	40-0	40-7	40-0	125-9	124-2	125-7	50.36	50.63	50.28
Rubber products.....	41-1	41-8	42-5	149-4	151-9	147-5	61.40	63.49	62.69
Leather products.....	41-6	41-3	40-6	103-6	103-8	100-0	43.10	42.87	40.60
Boots and shoes (except rubber).....	41-4	40-9	40-1	99-7	99-8	96-1	41.28	40.82	38.54
Textile products (except clothing).....	43-2	43-3	43-1	113-3	112-9	111-6	48.95	48.89	48.10
Cotton yarn and broad woven goods.....	42-2	42-1	41-1	113-6	113-4	112-6	47.94	47.74	46.28
Woolen goods.....	43-8	43-8	43-7	106-2	106-4	104-3	46.52	46.60	45.58
Synthetic textiles and silk.....	45-2	45-6	46-0	118-7	118-3	116-7	53.05	53.94	53.68
Clothing (textile and fur).....	39-7	39-4	38-8	99-3	98-6	98-7	39.42	38.85	38.30
Men's clothing.....	39-2	39-0	38-3	98-3	97-5	97-7	38.53	38.03	37.42
Women's clothing.....	38-2	37-7	37-6	105-1	105-1	104-0	40.15	39.62	39.10
Knit goods.....	41-2	41-1	39-9	97-9	97-7	97-4	40.33	40.15	38.86
*Wood products.....	41-9	41-5	42-0	131-3	131-0	127-9	55.01	54.37	53.72
Saw and planing mills.....	40-8	40-3	41-1	141-1	141-1	137-0	57.57	56.86	56.31
Furniture.....	43-5	43-2	43-2	119-5	118-8	116-0	51.98	51.32	50.11
Other wood products.....	43-6	43-6	43-8	110-7	109-8	107-2	48.27	47.87	46.95
Paper products.....	42-3	42-2	42-3	171-6	171-2	163-6	72.59	72.25	69.20
Pulp and paper mills.....	42-6	42-5	42-6	183-5	183-5	174-6	78.17	77.99	74.38
Other paper products.....	41-3	41-1	41-4	135-9	134-5	129-7	56.13	55.28	53.70
Printing, publishing and allied industries.....	40-0	39-6	39-8	178-4	177-4	170-3	71.36	70.25	67.78
*Iron and steel products.....	41-9	41-7	41-1	169-7	168-5	161-2	71.10	70.26	66.25
Agricultural implements.....	40-8	39-9	40-3	178-1	175-3	170-5	72.66	69.94	68.71
Fabricated and structural steel.....	42-2	41-9	41-3	168-7	165-9	167-5	71.19	69.51	69.18
Hardware and tools.....	42-1	41-9	41-5	155-0	152-5	146-7	65.26	63.90	60.88
Heating and cooking appliances.....	42-5	42-6	40-9	142-1	142-9	140-3	60.39	60.88	57.38
Iron castings.....	42-8	42-1	42-1	166-7	167-0	158-4	71.35	70.31	66.69
Machinery manufacturing.....	43-0	43-0	41-7	161-9	160-9	155-0	69.62	69.19	64.64
Primary iron and steel.....	41-1	41-0	40-2	190-0	188-7	176-3	78.09	77.37	70.87
Sheet metal products.....	40-9	41-0	40-7	161-4	160-1	154-3	66.01	65.64	62.80
*Transportation equipment.....	40-4	40-3	41-1	169-7	167-1	166-1	68.56	67.34	68.27
Aircraft and parts.....	41-5	41-9	41-1	173-6	173-5	171-7	72.04	72.70	70.57
Motor vehicles.....	40-4	39-3	42-2	182-9	179-0	177-6	73.89	70.35	74.95
Motor vehicle parts and accessories.....	38-0	40-1	41-2	171-1	164-4	167-4	65.02	65.92	68.97
Railroad and rolling stock equipment.....	39-9	39-1	39-7	161-4	161-4	160-3	64.40	63.11	63.64
Shipbuilding and repairing.....	41-3	41-0	41-6	159-7	160-0	152-1	65.96	65.60	63.27
*Non-ferrous metal products.....	41-0	40-9	41-4	169-5	169-1	163-4	69.50	69.16	67.65
Aluminum products.....	40-8	40-4	40-8	147-8	145-5	146-9	60.30	58.78	59.94
Brass and copper products.....	42-5	42-5	41-6	157-9	157-7	153-5	67.11	67.02	63.86
Smelting and refining.....	40-6	40-6	41-6	184-8	184-7	176-8	75.03	74.99	73.55
*Electrical apparatus and supplies.....	40-9	41-5	40-4	154-1	153-2	149-6	63.03	63.58	60.40
Heavy electrical machinery and equipment.....	41-1	40-5	40-1	169-3	167-4	164-9	69.58	67.80	65.92
*Non-metallic mineral products.....	43-1	43-3	43-2	150-2	149-8	146-5	64.74	64.86	63.29
Clay products.....	44-1	44-0	44-7	139-9	139-5	137-4	61.70	61.38	61.42
Glass and glass products.....	42-9	43-6	42-3	148-6	149-3	145-3	63.75	65.09	61.46
Products of petroleum and coal.....	40-6	40-2	40-4	203-4	196-2	189-2	82.58	78.87	76.68
Chemical products.....	41-2	40-8	41-3	155-5	155-0	148-4	64.07	63.24	61.29
Medicinal and pharmaceutical preparations.....	41-8	41-6	41-2	128-1	127-5	123-5	53.55	53.04	50.88
Acids, alkalis and salts.....	41-7	41-7	42-2	177-0	176-7	170-4	73.81	73.68	71.91
Miscellaneous manufacturing industries.....	41-3	40-9	41-6	121-1	120-5	117-7	50.01	49.28	48.96
*Durable goods.....	41-3	41-3	41-3	160-5	159-0	155-0	66.29	65.67	64.02
Non-durable goods.....	41-3	41-1	41-0	135-2	134-9	131-2	55.84	55.44	53.79
Construction.....	40-8	40-2	40-0	163-2	161-9	153-5	66.59	65.08	61.40
Buildings and structures.....	40-8	40-3	39-6	174-3	172-3	163-5	71.11	69.44	64.75
Highways, bridges and streets.....	41-0	40-0	40-7	132-9	132-6	129-8	54.49	53.04	52.83
Electric and motor transportation.....	44-6	44-2	45-0	149-1	148-4	142-2	66.50	65.59	63.99
Service.....	40-5	40-2	40-3	88-5	87-8	85-0	35.84	35.30	34.26
Hotels and restaurants.....	40-9	40-4	40-7	88-8	87-9	85-0	36.32	35.51	34.60
Laundries and dry cleaning plants.....	40-3	40-6	40-3	83-3	83-0	80-6	33.57	33.70	32.48

* Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

Source: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42·3	98·6	41.71	100·0	100·0	100·0
Monthly Average 1950.....	42·3	103·6	43.82	105·1	102·9	102·1
Monthly Average 1951.....	41·8	116·8	48.82	117·0	113·7	102·9
Monthly Average 1952.....	41·5	129·2	53.62	128·6	116·5	110·4
Monthly Average 1953.....	41·3	135·8	56.09	134·5	115·5	116·5
Monthly Average 1954.....	40·6	140·8	57.16	137·0	116·2	117·9
Monthly Average 1955.....	41·0	144·5	59.25	142·1	116·4	122·0
Week Preceding:						
February 1, 1955.....	41·0	142·7	58.51	140·3	116·3	120·6
March 1, 1955.....	41·2	143·5	59.12	141·7	116·0	122·2
April 1, 1955.....	41·1	144·3	59.31	142·2	116·1	122·5
May 1, 1955.....	41·2	145·4	59.90	143·6	116·4	123·4
June 1, 1955.....	41·0	145·5	59.66	143·0	115·9	123·4
July 1, 1955.....	40·9	145·0	59.31	142·2	116·0	122·6
August 1, 1955.....	40·8	145·1	59.25	141·9	116·4	121·9
September 1, 1955.....	41·2	143·8	59.25	142·1	116·8	121·7
October 1, 1955.....	41·5	144·8	60.09	144·1	116·9	123·3
November 1, 1955.....	41·7	145·4	60.63	145·4	116·9	124·4
December 1, 1955.....	41·6	146·1	60.78	145·7	116·9	124·6
January 1, 1956.....	41·4*	147·5	61.07*	146·4	116·8	125·3
February 1, 1956 ⁽¹⁾	41·1	147·3	60.54	145·1	116·4	124·7

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1956 are 39·0 and \$57.53.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
May 1, 1950.....	18 635	15,386	34,021	310,044	77,797	387,841
May 1, 1951.....	36,940	15,513	52,453	163,310	54,201	217,511
May 1, 1952.....	25,778	16,332	42,110	241,885	68,351	310,236
May 1, 1953.....	24,982	19,142	44,124	241,990	57,397	299,387
May 1, 1954.....	14,942	15,335	30,277	378,873	86,818	465,691
May 1, 1955.....	15,508	14,655	30,163	394,621	98,601	493,222
June 1, 1955.....	21,675	18,451	40,126	205,630	76,273	281,903
July 1, 1955.....	18,741	17,392	36,133	152,711	77,865	230,576
August 1, 1955.....	18,363	16,665	35,028	132,710	72,674	205,384
September 1, 1955.....	26,320	19,536	45,856	121,945	63,738	185,683
October 1, 1955.....	28,794	18,225	47,019	117,723	63,545	181,268
November 1, 1955.....	24,268	14,665	38,933	136,620	69,715	206,335
December 1, 1955.....	26,895	14,969	41,864	194,478	73,852	268,330
January 1, 1956.....	17,986	12,111	30,097	312,066	84,815	396,881
February 1, 1956.....	18,180	12,992	31,172	396,642	107,850	504,492
March 1, 1956.....	20,559	14,299	34,858	418,909	107,927	526,836
April 1, 1956 ⁽¹⁾	23,010	15,668	38,678	428,221	104,745	532,966
May 1, 1956 ⁽¹⁾	35,698	19,913	55,611	313,750	89,239	402,989

* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MARCH 29, 1956 ⁽¹⁾

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				February 29, 1956	March 31, 1955
Agriculture, Fishing, Trapping.....	1,240	172	1,412	+ 682	+ 202
Forestry.....	1,940	8	1,948	- 2,148	+ 1,640
Mining, Quarrying and Oil Wells.....	1,023	72	1,095	+ 160	+ 533
Metal Mining.....	808	22	830	+	311
Fuels.....	104	16	120	+	110
Non-Metal Mining.....	72	4	76	-	17
Quarrying, Clay and Sand Pits.....	14	1	15	+	9
Prospecting.....	25	29	54	-	33
Manufacturing.....	5,872	2,932	8,804	+ 864	+ 3,924
Foods and Beverages.....	312	231	543	+	155
Tobacco and Tobacco Products.....	26	10	36	+	7
Rubber Products.....	67	37	104	+	20
Leather Products.....	90	191	281	-	23
Textile Products (except clothing).....	127	201	328	+	8
Clothing (textile and fur).....	173	1,190	1,363	+	243
Wood Products.....	456	84	540	+	143
Paper Products.....	311	94	405	+	90
Printing, Publishing and Allied Industries.....	178	133	311	+	0
Iron and Steel Products.....	1,178	225	1,403	+	189
Transportation Equipment.....	1,314	95	1,409	+	270
Non-Ferrous Metal Products.....	415	63	478	+	148
Electrical Apparatus and Supplies.....	670	116	786	+	101
Non-Metallic Mineral Products.....	160	27	187	+	66
Products of Petroleum and Coal.....	49	21	70	+	29
Chemical Products.....	247	102	349	+	20
Miscellaneous Manufacturing Industries.....	99	112	211	-	116
Construction.....	2,007	111	2,118	+ 675	+ 930
General Contractors.....	1,832	68	1,600	+	526
Special Trade Contractors.....	475	43	518	+	149
Transportation, Storage and Communication.....	1,505	402	1,907	+ 735	+ 1,119
Transportation.....	1,368	164	1,532	+	797
Storage.....	25	37	62	+	11
Communication.....	112	201	313	-	73
Public Utility Operation.....	201	198	399	+ 149	+ 331
Trade.....	2,714	2,607	5,321	+ 919	+ 1,612
Wholesale.....	1,024	750	1,774	+	355
Retail.....	1,690	1,857	3,547	+	564
Finance, Insurance and Real Estate.....	746	1,050	1,796	+ 133	+ 466
Service.....	5,856	8,211	14,067	+ 1,184	+ 5,981
Community or Public Service.....	269	1,357	1,626	+	325
Government Service.....	3,934	435	4,369	-	195
Recreation Service.....	101	186	287	+	110
Business Service.....	822	396	1,218	-	24
Personal Service.....	730	5,837	6,567	+	968
GRAND TOTAL.....	23,104	15,763	38,867	+ 3,353	+ 16,738

(1) Preliminary—subject to revision.
Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,
BY OCCUPATION AND BY SEX AS AT MARCH 29, 1956 ⁽¹⁾**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	5,822	801	6,623	4,846	1,345	6,191
Clerical workers.....	2,048	5,075	7,123	12,107	24,300	36,407
Sales workers.....	1,598	975	2,573	6,085	14,684	20,769
Personal and domestic service workers...	877	6,556	7,433	38,317	21,678	59,995
Seamen.....	20	.....	20	4,163	31	4,194
Agriculture and fishing.....	1,207	41	1,248	4,452	607	5,059
Skilled and semiskilled workers.....	7,780	1,638	9,418	205,268	19,005	224,273
Food and kindred products (inc. tobacco).....	54	20	74	2,170	848	3,018
Textiles, clothing, etc.....	105	1,169	1,274	3,401	10,810	14,211
Lumber and wood products.....	1,800	.....	1,800	40,304	189	40,493
Pulp, paper (inc. printing).....	42	15	57	1,094	531	1,625
Leather and leather products.....	39	118	157	1,279	893	2,172
Stone, clay and glass products.....	23	2	25	681	44	725
Metalworking.....	1,188	17	1,205	11,611	1,103	12,714
Electrical.....	234	19	253	2,065	1,055	3,120
Transportation equipment.....	33	.....	33	545	51	596
Mining.....	401	.....	401	1,752	.....	1,752
Construction.....	1,086	.....	1,086	64,816	36	64,852
Transportation (except seamen).....	738	18	756	37,244	109	37,353
Communications and public utility.....	92	.....	92	928	1	929
Trade and service.....	284	205	489	4,038	1,825	5,863
Other skilled and semiskilled.....	1,468	47	1,515	21,617	1,145	22,762
Foremen.....	68	7	75	5,275	349	5,624
Apprentices.....	125	1	126	6,448	16	6,464
Unskilled workers.....	3,658	582	4,240	152,983	23,095	176,078
Food and tobacco.....	97	76	173	6,681	7,222	13,903
Lumber and lumber products.....	323	4	327	24,016	422	24,438
Metalworking.....	344	34	378	4,707	574	5,281
Construction.....	772	.....	772	81,496	1	81,497
Other unskilled workers.....	2,122	468	2,590	36,083	14,876	50,959
GRAND TOTAL.....	23,010	15,668	38,678	428,221	104,745	532,966

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 29, 1956

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(?)			Live Applications		
	(1) March 29, 1956	Previous Month March 1, 1956	Previous Year March 31, 1955	(1) March 29, 1956	Previous Month March 1, 1956	Previous Year March 31, 1955
Newfoundland	333	294	242	22,344	20,927	19,922
Corner Brook	9	17	20	4,926	4,228	3,827
Grand Falls	3	1	2	2,126	1,823	1,794
St. John's	321	276	220	15,292	14,876	14,301
Prince Edward Island	134	98	144	4,302	4,352	4,244
Charlottetown	95	70	118	2,718	2,769	2,629
Summerside	39	28	26	1,584	1,583	1,615
Nova Scotia	1,339	892	1,410	25,621	23,840	26,267
Amherst	27	33	17	1,101	986	1,131
Bridgewater	27	25	42	1,796	1,491	1,334
Halifax	1,087	579	1,059	4,512	4,211	4,927
Inverness				1,112	1,088	1,066
Kentville	36	49	166	3,203	2,815	3,134
Liverpool	7	18	13	596	490	427
New Glasgow	30	30	39	3,572	3,539	4,142
Springhill	1	1	1	872	556	626
Sydney	49	67	29	4,698	4,768	5,575
Truro	65	80	35	1,907	1,480	1,380
Yarmouth	10	10	9	2,252	2,416	2,465
New Brunswick	857	702	864	31,902	29,766	31,949
Bathurst	19	30	113	5,736	5,521	5,299
Campbellton	29	25	27	2,679	2,508	3,149
Edmundston	23	14	6	3,000	2,359	2,890
Fredericton	129	128	258	2,036	1,744	2,243
Minto	31	28	6	697	629	728
Moncton	355	294	243	8,018	8,262	8,019
Newcastle	12	18	14	3,038	2,903	3,090
Saint John	224	148	171	2,793	2,594	2,742
St. Stephen	7	3	8	1,321	1,089	1,511
Sussex	16	8	12	827	702	620
Woodstock	12	6	6	1,707	1,455	1,658
Quebec	9,419	10,153	4,719	192,971	179,827	217,369
Asbestos	62	63	16	676	632	889
Beauharnois	25	24	23	847	922	1,162
Buckingham	18	8	13	1,425	1,063	1,514
Causapscal	58	94	6	3,708	2,742	3,657
Chandler	6	11		2,509	2,363	2,670
Chicoutimi	89	157	97	2,841	2,445	2,856
Dolbeau	10	63	3	2,608	1,835	2,532
Drummondville	90	75	34	2,343	2,325	2,485
Farnham	40	45	57	1,241	1,148	1,233
Forestville	60	305		2,267	1,510	2,528
Gaspé	5	3	2	2,095	2,117	1,969
Granby	27	35	28	2,074	2,285	2,151
Hull	126	141	38	4,091	3,859	4,260
Joliette	107	51	77	4,161	3,972	4,001
Jonquière	29	48	86	3,212	2,933	2,772
Lachute	39	18	4	785	723	912
La Malbaie	110	113	3	3,117	2,945	2,861
La Tuque	471	1,267	34	1,055	662	1,008
Lévis	95	98	51	4,879	4,598	6,103
Louiseville	53	42	51	1,458	1,167	1,829
Magog	2	4		675		
Maniwaki	30	30	4	1,104	608	1,932
Matane	7	96	5	4,857	3,947	4,692
Mégantic	62	2	7	1,540	1,239	1,597
Mont-Laurier	5	4	9	1,639	1,141	1,875
Montmagny	23	23	17	2,418	1,923	2,514
Montreal	4,259	4,086	2,545	51,163	53,426	64,874
New Richmond	6	2	19	2,450	2,322	2,469
Port Alfred	416	31	7	7,796	1,338	1,589
Quebec	530	583	418	16,514	15,912	17,225
Rimouski	95	33	30	5,293	4,603	5,606
Rivière du Loup	41	26	25	7,067	5,772	7,451
Roberval	18	66	3	1,500	1,044	1,587
Rouyn	254	309	111	2,547	1,718	4,080
Ste. Agathe	18	69	14	1,447	1,293	1,514
Ste. Anne de Bellevue	87	94	32	1,377	1,539	1,516
Ste. Thérèse	39	48	42	1,730	1,878	1,911
St. Georges Est	82	84	34	3,910	3,080	3,871
St. Hyacinthe	87	76	42	2,139	2,291	2,365
St. Jean	77	76	35	1,892	1,842	2,043
St. Jérôme	36	27	20	1,786	1,814	2,134
St. Joseph d'Alma	19	16	30	3,012	2,724	2,859
Sept Iles	37	36	25	1,835	1,621	1,597
Shawinigan Falls	61	41	66	5,251	4,406	5,566
Sherbrooke	196	169	121	4,192	3,917	5,659
Sorel	33	38	28	2,200	2,226	3,314
Thetford Mines	52	46	58	2,190	2,019	2,072
Trois-Rivières	775	778	185	5,562	5,543	6,924

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 29, 1959

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	March 29, 1956	March 1, 1956	March 31, 1955	March 29, 1956	March 1, 1956	March 31, 1955
Quebec—Con.						
Val d'Or.....	334	463	88	2,039	1,364	2,543
Valleyfield.....	54	35	28	2,102	2,110	2,277
Victoriaville.....	124	101	48	2,352	2,243	2,321
Ontario	16,565	14,919	8,261	137,032	145,166	181,789
Arnprior.....	15	70	10	442	474	494
Barrie.....	95	84	91	1,556	1,631	1,689
Belleville.....	11	12	31	1,745	1,876	1,922
Brazebridge.....	80	18	180	1,417	1,307	1,662
Brampton.....	91	63	58	622	628	780
Brantford.....	141	127	45	1,545	1,769	2,847
Brockville.....	55	44	15	464	498	662
Carleton Place.....		1		325	342	417
Chatham.....	67	65	67	2,348	2,052	2,757
Cobourg.....	13	16	8	604	770	716
Collingwood.....	20	22	16	834	959	943
Cornwall.....	102	105	59	2,596	2,693	3,084
Fort Erie.....	47	40	5	582	613	709
Fort Frances.....	11	13	12	651	523	790
Fort William.....	200	188	149	2,556	2,188	3,400
Galt.....	126	117	49	740	729	1,249
Gananoque.....	5	5	10	284	296	360
Goderich.....	19	19	68	661	694	658
Guelph.....	165	158	58	1,176	1,295	1,772
Hamilton.....	851	749	549	8,886	9,563	12,676
Hawkesbury.....	21	16	10	1,127	1,177	1,243
Ingersoll.....	29	33	17	674	527	634
Kapuskasing.....	80	130	23	1,410	626	1,538
Kenora.....	32	27	21	638	585	1,133
Kingston.....	151	136	110	1,604	1,566	1,475
Kirkland Lake.....	126	97	19	1,031	965	1,463
Kitchener.....	130	106	51	2,353	2,681	2,884
Leamington.....	50	30	4	693	874	815
Lindsay.....	74	76	268	959	965	1,117
Listowel.....	55	31	21	433	469	539
London.....	892	704	451	3,308	3,864	4,528
Midland.....	6	13	15	1,173	1,399	1,469
Napanee.....	5	5	4	778	768	875
New Toronto.....	227	152	103	2,361	2,613	3,157
Niagara Falls.....	75	68	55	1,713	2,068	2,891
North Bay.....	46	61	48	1,720	1,349	2,281
Oakville.....	205	129	109	378	422	621
Orillia.....	64	37	26	833	945	1,055
Oshawa.....	361	129	71	3,366	5,406	3,247
Ottawa.....	3,756	3,602	898	5,503	5,854	5,885
Owen Sound.....	57	27	38	1,890	2,110	2,359
Parry Sound.....	2	5	16	490	498	648
Pembroke.....	316	203	106	1,763	1,634	2,173
Perth.....	30	15	34	662	617	737
Peterborough.....	102	166	43	2,756	2,861	3,582
Pictou.....	5		3	627	678	624
Port Arthur.....	477	186	125	4,389	3,321	5,800
Port Colborne.....	14	7	10	640	704	984
Prescott.....	22	13	10	1,011	999	1,034
Renfrew.....	15	21	14	528	554	871
St. Catharines.....	144	120	86	2,897	3,741	3,777
St. Thomas.....	65	55	34	905	937	1,160
Sarnia.....	80	76	59	1,632	2,100	2,825
Sault Ste. Marie.....	388	354	92	1,462	1,474	3,038
Simcoe.....	38	23	25	1,194	1,119	1,139
Sioux Lookout.....	23	46	6	283	210	352
Smiths Falls.....	10	9	15	618	647	466
Stratford.....	66	44	30	615	733	1,035
Sturgeon Falls.....	5	6		1,224	999	1,675
Sudbury.....	320	274	354	3,600	3,351	5,082
Timmins.....	127	194	31	2,047	1,633	4,046
Toronto.....	4,759	4,827	2,682	31,751	34,583	45,274
Trenton.....	102	50	30	956	988	1,098
Walkerton.....	41	35	45	710	742	784
Wallaceburg.....	17	10	7	542	705	652
Welland.....	51	64	15	1,360	1,711	2,498
Weston.....	404	239	326	1,701	1,935	1,785
Windsor.....	275	324	176	6,019	6,902	7,086
Woodstock.....	51	23	45	671	657	768
Manitoba	1,993	1,772	1,358	25,605	25,996	29,206
Brandon.....	216	160	165	2,275	2,255	2,539
Dauphin.....	26	13	12	1,449	1,478	1,534
Flin Flon.....	41	56	21	140	163	266
Portage la Prairie.....	49	29	48	1,219	1,233	1,296
The Pas.....	8	12	12	133	162	197
Winnipeg.....	1,653	1,502	1,100	20,389	20,705	23,374

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 29, 1956

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	March 29, 1956	March 1, 1956	March 31, 1955	March 29, 1956	March 1, 1956	March 31, 1955
Saskatchewan	1,271	894	950	19,341	20,211	20,944
Estevan.....	83	51	42	299	284	394
Moose Jaw.....	250	146	140	1,695	1,765	1,881
North Battleford.....	120	70	51	1,420	1,485	1,878
Prince Albert.....	44	39	25	2,223	2,206	2,532
Regina.....	319	259	291	4,894	5,352	5,035
Saskatoon.....	230	179	214	4,529	4,559	4,824
Swift Current.....	106	55	58	1,063	1,127	1,122
Weyburn.....	38	32	70	510	549	512
Yorkton.....	81	63	59	2,708	2,884	2,766
Alberta	2,920	2,457	2,121	26,014	25,978	32,559
Blairmore.....	34	20	7	465	514	542
Calgary.....	1,078	979	819	6,691	7,380	8,512
Drumheller.....	11	7	9	647	415	786
Edmonton.....	1,251	1,130	850	12,242	11,701	15,580
Edson.....	88	51	67	354	261	392
Lethbridge.....	261	130	205	2,931	3,047	3,569
Medicine Hat.....	114	84	92	1,315	1,444	1,554
Red Deer.....	83	56	55	1,369	1,216	1,559
British Columbia	3,847	2,677	2,048	47,834	50,773	55,855
Chilliwack.....	99	53	36	1,887	2,126	1,844
Courtenay.....	49	43	33	873	1,147	1,204
Cranbrook.....	11	5	11	1,101	871	1,120
Dawson Creek.....	43	29	31	551	457	530
Duncan.....	50	20	43	1,042	1,189	907
Kamloops.....	85	94	75	1,022	1,139	1,066
Kelowna.....	12	22	16	1,512	1,536	1,254
Kitimat.....	425	247	.....	257	234	.....
Mission City.....	61	12	71	1,384	1,487	1,447
Nanaimo.....	82	69	23	1,499	1,556	1,708
Nelson.....	25	26	17	1,159	1,135	1,493
New Westminster.....	203	106	138	5,303	6,292	5,896
Penticton.....	6	6	7	1,470	1,748	1,514
Port Alberni.....	158	15	19	615	723	425
Prince George.....	88	120	87	1,350	1,145	1,052
Prince Rupert.....	71	35	20	1,102	999	1,219
Princeton.....	3	2	2	392	392	395
Trail.....	13	14	18	1,053	988	1,108
Vancouver.....	1,843	1,410	1,102	19,148	19,904	25,894
Vernon.....	13	46	20	1,753	1,933	1,791
Victoria.....	381	286	200	2,925	3,264	3,466
Whitehorse.....	126	27	79	526	511	562
Canada	38,678	34,858	22,117	532,966	526,836	620,044
Males.....	23,010	20,559	10,611	428,221	418,909	505,472
Females.....	15,668	14,299	11,506	104,745	107,927	114,572

(1) Preliminary subject to revision.
(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1951—1956

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1955 (3 months).....	139,721	84,187	55,534	11,574	35,361	49,203	26,058	17,525
1956 (3 months).....	182,030	121,722	60,308	14,625	42,504	67,083	34,551	23,267

TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JANUARY 3 TO MARCH 29, 1956

(Source: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Vacancies Notified	Placements		Vacancies Notified	Transfers out	Reg-ular	Cas-ual	Transfers out	Vacancies Notified	Reg-ular	Cas-ual	Transfers out	Vacancies Notified	Reg-ular	Cas-ual	Transfers out	Vacancies Notified	Reg-ular	Cas-ual	Transfers out	Vacancies Notified	Reg-ular	Cas-ual	Transfers out
Agriculture.....			43	14	1	22	18		21	15							180	79	1	43	1,897	916	223	111
Forestry.....	12	2	9	1		403	168	2	14	457	185		45	5,602	2,182	7	1,465	2,459	1,685	16	194			
Fishing and Trapping.....						20	2		15								3				1			
Mining, Quarrying and Oil Wells.....	7	3				269	264		43	49	29	1	1	611	216	3	30	1,175	529	16	41			
Metal Mining.....	6	3							42	28	18		1	429	118	2	28	1,043	444	13	38			
Fuels.....						269	264		1	21	11	1		3				11	4	3				
Non-Metal Mining.....														131	71	1		63	34		1			
Quarrying, Clay and Sand Pits.....	1													11	8	1		40	31		1			
Prospecting.....														37	18			18	16		1			
Manufacturing.....	26	16	21	12	4	3	1,596	1,167	127	50	564	363	45	5	21,354	13,354	608	297	31,522	21,073	2,059	707		
Foods and Beverages.....	11	10	5	3		193	94	40		68	40	1	1	1,449	966	86	16	2,540	1,695	206	10			
Tobacco and Tobacco Products.....																		94	57		217	201		
Rubber Products.....	1					10	16			11	8			231	171	19		389	217	22	2			
Leather Products.....														1,238	861	7		719	541	18	9			
Textile Products (except clothing).....																		1,512	1,133	13	11	1,298	940	54
Clothing (textile and fur).....														43	26			6,080	4,098	21	6	1,867	1,328	51
Wood Products.....	7	4				86	55	5	1	198	154	4		1,292	871	47	6	1,505	988	144	35	339	139	6
Paper Products.....	2													13	6			870	483	33	7	1,011	620	119
Printing, Publishing and Allied Industries.....	1	1				5	3			19	15	1	1	950	510	60	6	1,172	671	183	25	349	139	6
Iron and Steel Products.....	1					511	416	40	35	32	19		2	2,235	1,481	81	23	6,550	4,290	430	136			6
Transportation Equipment.....										33	10	11	1	1,271	722	8	25	5,071	3,541	152	349			6
Non-Ferrous Metal Products.....	2	1				3	506	413	23	11	33	10	11	1	1,196	597	10	190	1,298	850	93	21		6
Electrical Apparatus and Supplies.....							9	5		49	33	3						1,298	850	93	21			6
Non-Metallic Mineral Products.....							38	29		7	5			594	337	10	1	3,698	2,443	209	42			6
Products of Petroleum and Coal.....							114	70	6	2	67	25	19		353	237	28		762	463	122	2		6
Chemical Products.....										2			2		113	27			142	88	2	5		6
Miscellaneous Manufacturing Industries.....							22	5		9	8	1		1,148	286	178	5	1,673	1,004	156	29			6
							3	2		4	3			728	517	7	1	1,610	1,193	98	3			6

Construction	457	423	15	1	99	88	10	32	977	293	84	87	1,876	1,244	35	133	6,249	4,505	484	315	13,087	9,694	1,169	581
General Contractors.....	446	415	14	1	72	70	7	30	757	200	58	73	1,612	1,117	28	101	4,375	3,135	365	236	10,383	7,945	754	524
Special Trade Contractors.....	11	8	1		27	18	3	2	220	93	26	14	264	127	9	32	1,874	1,370	119	79	2,704	1,749	415	57
Transportation, Storage and Communication	34	3	25		436	56	332		1,263	132	915	15	2,579	167	1,996	14	4,143	1,166	1,233	2	4,715	2,314	1,091	92
Transportation.....	33	3	25		389	48	297		1,108	101	890	15	2,533	152	1,995	13	3,316	1,004	1,217	2	3,922	1,907	908	85
Storage.....									4		3			14			119	91	5		502	200	176	6
Communication.....	1				50	8	35		91	31	22		32	12	1		708	71	11		391	147	7	1
Public Utility Operation	1	1			3	2			175	49	106		5	5			165	85	8	2	839	205	30	1
Trade	104	50	24		165	65	73	4	1,585	620	288	8	885	478	128	3	7,728	3,837	692	17	14,380	7,690	2,235	50
Wholesale.....	45	23	12		38	12	24	1	546	187	158	3	349	177	74	1	2,670	1,267	272	6	5,220	2,800	1,080	23
Retail.....	50	27	12		126	53	49	3	1,039	433	130	5	536	301	54	2	5,058	2,570	420	11	9,151	5,190	1,155	27
Finance, Insurance and Real Estate	11	5	1		28	16	2		277	96	33		151	74	11	1	1,729	725	16	6	2,645	1,303	116	5
Service	557	201	41		627	402	170		2,371	903	760	16	1,959	682	591	16	17,277	7,479	3,882	62	27,943	10,722	6,088	118
Community or Public Service.....	18	4	8		44	20	10		232	91	67			223	91	1	1,336	587	34	3	2,707	1,528	245	14
Government Service.....	462	171	1		228	210	15		554	279	62	13	381	216	129	13	2,420	1,360	371	11	7,022	2,230	316	48
Recreation Service.....	3	2	1		1	2			32	2	3			23	7		299	126	29		611	230	128	5
Business Service.....	3	1			4	6			137	33	17			37	5	1	993	423	43	5	2,046	905	194	21
Personal Service.....	71	23	29		350	164	145		1,456	488	611	2	1,270	331	397	1	12,229	4,973	3,405	43	15,527	5,829	5,205	30
Totals	1,209	704	106	1	1,431	656	591	40	8,898	3,712	2,315	233	8,561	3,242	2,807	218	65,041	33,628	6,934	1,942	100,632	56,132	13,043	1,900
Men.....	971	613	93	1	949	384	443	40	6,445	2,478	1,901	226	6,623	2,378	2,573	211	40,271	20,925	3,605	1,888	66,773	37,735	9,195	1,830
Women.....	238	91	13		482	272	148		2,453	1,234	411	7	1,938	864	234	7	24,767	12,763	3,329	54	33,859	18,397	3,848	70

(1) Current and deferred vacancies reported during the period.

TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JANUARY 3 TO MARCH 29, 1956

SOURCE: U.I.C. (751)

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada				
	Placements		Va- can- cies Noti- fied	Trans- fers out	Placements		Va- can- cies Noti- fied	Trans- fers out	Placements		Va- can- cies Noti- fied	Trans- fers out	Placements		Va- can- cies Noti- fied	Trans- fers out	Placements		Reg- ular	Cas- ual	Trans- fers out
	Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual							
Agriculture	315	173	16	4	763	376	6	2	1,249	816	19	.....	494	274	33	4	4,957	2,681	298	.....	165
Forestry	206	117	.....	1	37	21	2	28	1,315	1,064	1	20	1,528	1,161	11	21	12,028	6,586	39	1,488	.....
Fishing and Trapping	1	1	.....	.....	5	.....	5	.....	4	2	2	.....	44	3	.....	.....	92	9	7	3	.....
Mining, Quarrying and Oil Wells	236	166	4	11	92	51	5	3	1,355	714	34	68	806	400	12	19	4,600	2,372	75	216	.....
Metal Mining.....	221	156	4	11	5	1	.....	2	211	55	2	14	630	260	11	18	2,603	1,055	32	154	.....
Fuels.....	3	1	.....	.....	69	43	4	1	785	467	31	54	69	63	.....	1	1,230	854	39	57	.....
Non-Metal Mining.....	.....	.....	.....	.....	.....	.....	.....	.....	4	4	.....	.....	79	58	1	.....	277	167	2	2	.....
Quarrying, Clay and Sand Pits.....	12	9	.....	.....	18	7	1	.....	321	186	1	.....	14	7	.....	.....	70	48	.....	.....	.....
Prospecting.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	14	12	.....	.....	248	2	.....	1	.....
Manufacturing	2,644	1,501	335	3	578	321	59	9	2,871	1,494	269	78	7,787	5,169	398	539	68,963	44,470	3,904	1,591	.....
Foods and Beverages.....	283	145	61	.....	101	55	11	1	480	225	117	1	1	879	575	81	6,009	3,808	603	29	.....
Tobacco and Tobacco Products.....	.....	.....	.....	.....	.....	.....	.....	.....	6	4	.....	.....	1	2	.....	.....	319	263	1	.....	.....
Rubber Products.....	7	1	.....	.....	12	10	2	.....	5	2	.....	.....	2	2	.....	.....	647	403	43	2	.....
Leather Products.....	67	35	12	.....	3	2	.....	.....	10	9	.....	.....	88	68	.....	.....	2,147	1,540	37	9	.....
Textile Products (except clothing).....	77	42	1	.....	4	2	.....	1	23	15	.....	.....	92	59	7	.....	3,028	2,214	77	26	.....
Clothing (textile and fur).....	782	501	43	1	68	59	1	.....	91	83	1	.....	272	185	6	1	9,227	6,297	123	15	.....
Wood Products.....	218	106	17	.....	33	13	3	6	508	348	24	2	2,977	2,508	102	31	8,829	5,049	348	81	.....
Paper Products.....	45	31	1	.....	7	7	.....	.....	42	17	9	1	411	189	11	2	2,429	1,366	182	29	.....
Printing, Publishing and Allied Industries.....	129	80	22	1	45	27	4	.....	134	90	17	.....	249	101	64	.....	2,745	1,519	358	33	.....
Iron and Steel Products.....	422	214	124	.....	88	49	17	.....	337	204	37	1	689	452	54	.....	10,866	7,126	783	201	.....
Transportation Equipment.....	206	110	8	.....	123	55	6	1	507	249	26	6	584	404	12	35	8,303	5,505	246	431	.....
Non-Ferrous Metal Products.....	38	20	10	.....	1	1	.....	.....	28	13	4	57	1,123	382	4	462	3,742	1,901	120	730	.....
Electrical Apparatus and Supplies.....	101	55	3	.....	6	3	.....	.....	113	10	2	2	70	53	4	.....	4,627	2,935	231	46	.....
Non-Metallic Mineral Products.....	31	17	8	.....	7	6	1	.....	202	146	1	1	1	96	58	18	1,632	1,019	203	6	.....
Products of Petroleum and Coal.....	46	22	6	.....	42	11	2	.....	67	22	23	.....	67	23	21	.....	479	193	33	5	.....
Chemical Products.....	96	59	8	1	23	13	6	.....	282	36	26	7	104	64	8	1	3,359	1,477	383	43	.....
Miscellaneous Manufacturing Industries.....	96	63	11	.....	15	8	2	.....	36	21	5	.....	83	48	10	1	2,575	1,855	133	5	.....
Construction	1,650	1,455	64	65	619	428	116	5	2,026	1,326	282	29	5,151	3,385	237	651	22,494	22,841	2,496	1,899	.....
General Contractors.....	1,230	1,099	39	65	469	327	94	4	1,442	901	178	29	4,007	3,032	174	640	26,393	18,301	1,709	1,703	.....
Special Trade Contractors.....	420	356	25	.....	150	101	22	1	584	365	104	.....	547	353	63	11	6,801	4,540	757	196	.....
Transportation, Storage and Communication	945	485	132	9	395	185	95	.....	1,246	588	135	4	1,994	766	263	9	17,690	5,862	6,317	145	.....
Transportation.....	814	440	105	9	270	148	67	.....	888	441	69	4	1,029	631	289	9	14,709	4,878	5,862	137	.....
Storage.....	62	20	25	.....	41	12	13	.....	143	53	60	.....	163	71	70	.....	1,048	510	352	6	.....
Communication.....	69	25	2	.....	84	25	15	.....	215	94	6	.....	202	61	4	.....	1,843	474	103	2	.....

Public Utility Operation.....											8
Trade.....	2,600	990	5	105	27	2	99	40	10	178	165
Wholesale.....	1,262	471	2	1,583	717	364	3,907	1,789	1,400	5,177	7,602
Retail.....	1,338	509	3	1,041	471	228	2,246	1,121	469	1,833	3,228
Finance, Insurance and Real Estate.....	465	167	37	248	142	8	633	339	38	916	299
Service.....	4,160	1,394	24	3,660	1,385	814	21	3,041	1,394	8,888	16,914
Community or Public Service.....	398	167	56	517	183	57	10	926	402	4	7
Government Service.....	555	397	13	872	376	41	3	1,642	853	19	15
Recreation Service.....	190	44	85	170	20	23	122	49	29	172	1,489
Business Service.....	170	72	8	157	69	8	1	311	35	1,126	574
Personal Service.....	2,881	714	14	2,044	747	686	7	1,426	1,263	4,798	2,326
Totals.....	13,307	6,450	122	8,085	3,663	1,476	72	22,712	11,213	32,966	38,116
Men.....	7,966	2,244	119	4,778	2,097	1,069	61	14,204	7,313	21,698	24,961
Women.....	5,341	2,215	3	3,307	1,636	407	11	8,508	3,898	11,268	13,155

¹ Current and deferred vacancies reported during the period.

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING REGULAR AND SEASONAL BENEFIT, NUMBER OF WEEKS BENEFIT PAID AND AMOUNT PAID ON INITIAL AND RENEWAL CLAIMS, BY PROVINCE, MARCH 1956

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid†(Disability Days in Brackets)		Amount of Benefit Paid \$
Newfoundland.....	18.4	4,866	82,574	(694)	1,675,262
Prince Edward Island.....	4.0	810	18,065	(396)	310,403
Nova Scotia.....	20.9	6,075	94,258	(4,744)	1,698,951
New Brunswick.....	27.0	7,968	111,989	(4,575)	2,065,611
Quebec.....	161.3	60,496	713,129	(55,359)	13,857,862
Ontario.....	119.7	43,179	530,837	(44,649)	9,938,402
Manitoba.....	22.6	5,998	101,843	(6,695)	1,884,439
Saskatchewan.....	18.1	3,955	83,063	(3,547)	1,579,533
Alberta.....	21.7	7,056	97,032	(4,696)	1,859,423
British Columbia.....	37.8	14,055	175,270	(13,388)	3,297,466
Total, Canada, March 1956.....	451.5	154,458	2,008,060	(138,743)	38,167,352
Total, Canada, February 1956.....	416.1	173,759	1,733,650	(106,991)	32,188,102
Total, Canada, March 1955.....	512.5	222,627	14,449,841	(143,717)‡	45,437,011

* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

‡ Days.

TABLE E-2.—REGULAR AND SEASONAL BENEFIT CLAIMANTS* HAVING AN UNEMPLOYMENT REGISTER IN THE “LIVE FILE” ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, MARCH 1956

Province and Sex	Duration on the Register (weeks)									March 31, 1955 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	over 20	
Canada.....	511,073†	69,493	36,711	48,376	84,563	96,177	95,817	35,013	44,923	605,180
Male.....	415,144	57,642	31,006	40,344	69,651	78,023	81,163	27,977	29,338	498,861
Female.....	95,929	11,851	5,705	8,032	14,912	18,154	14,654	7,036	15,585	106,319
Newfoundland.....	21,696	2,854	1,092	1,381	3,495	5,469	4,891	1,385	1,129	19,457
Male.....	21,101	2,773	1,060	1,334	3,393	5,318	4,807	1,344	1,072	18,908
Female.....	595	81	32	47	102	151	84	41	57	549
Prince Edward Island....	3,939	276	118	216	507	1,121	1,153	280	268	3,712
Male.....	3,354	241	106	188	418	951	1,017	237	196	3,217
Female.....	585	35	12	28	89	170	136	43	72	495
Nova Scotia.....	26,168	3,746	1,670	2,352	4,155	5,943	4,661	1,532	2,139	27,520
Male.....	23,102	3,392	1,504	2,120	3,627	5,262	4,217	1,314	1,666	24,443
Female.....	3,066	354	166	232	528	651	444	218	473	3,077
New Brunswick.....	31,108	3,450	2,738	2,836	5,271	7,305	6,007	1,779	1,722	30,631
Male.....	27,158	3,058	2,441	2,559	4,727	6,480	5,277	1,442	1,174	26,878
Female.....	3,950	392	297	277	544	825	730	337	548	3,753
Quebec.....	189,777	26,667	16,344	21,043	34,984	32,359	34,028	10,223	4,129	214,099
Male.....	160,634	22,753	14,570	18,439	30,805	27,463	29,465	8,259	8,880	180,489
Female.....	29,143	3,914	1,774	2,604	4,179	4,896	4,563	1,964	5,249	33,610
Ontario.....	127,757	18,850	8,338	11,962	20,162	23,868	22,725	7,974	13,878	177,462
Male.....	94,534	14,241	6,180	9,017	14,863	17,703	18,131	5,724	8,675	138,333
Female.....	33,223	4,609	2,158	2,945	5,299	6,165	4,594	2,250	5,203	39,129
Manitoba.....	24,375	2,264	1,144	1,806	3,451	4,783	5,149	2,543	3,235	28,014
Male.....	18,095	1,712	899	1,355	2,434	3,406	4,102	2,059	2,128	21,520
Female.....	6,280	552	245	451	1,017	1,377	1,047	484	1,107	6,494
Saskatchewan.....	18,137	1,097	951	1,007	2,414	3,709	4,479	2,638	1,842	20,101
Male.....	14,845	883	787	793	1,919	2,889	3,951	2,327	1,296	17,083
Female.....	3,292	214	164	214	495	820	528	311	546	3,018
Alberta.....	25,105	4,577	1,515	2,018	3,725	4,114	4,426	2,754	1,976	33,321
Male.....	20,803	3,987	1,302	1,701	2,989	3,238	3,874	2,375	1,337	28,959
Female.....	4,302	590	213	317	736	876	552	379	639	4,362
British Columbia.....	43,011	5,712	2,801	3,755	6,399	7,536	8,298	3,905	4,605	50,863
Male.....	31,518	4,602	2,157	2,838	4,476	5,313	6,322	2,896	2,914	39,031
Female.....	11,493	1,110	644	917	1,923	2,223	1,976	1,009	1,691	11,832

* Disability cases included in totals: March 29, 1956; 4,823 (3,242 males and 1,581 females); March 31, 1955: 4,897, (3,676 males and 1,221 females).

† This total is comparable to former totals of ordinary, short-time, temporary lay-off and supplementary benefit claimants.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
MARCH 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (Regular Benefit only) and Claims Pending at End of Month			
	Total*	Initial†	Renewal	Total Disposed of‡	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	4,714	3,912	802	4,644	2,393	2,251	2,605
Prince Edward Island.....	621	532	89	701	355	346	244
Nova Scotia.....	7,777	5,254	2,523	7,199	4,639	2,560	3,058
New Brunswick.....	8,944	6,786	2,158	8,821	5,046	3,775	3,190
Quebec.....	65,217	49,049	16,168	66,371	41,605	24,766	24,953
Ontario.....	49,430	32,049	17,381	55,180	38,083	17,097	11,051
Manitoba.....	6,463	4,798	1,665	6,468	4,053	2,415	1,347
Saskatchewan.....	4,023	3,244	779	4,035	2,389	1,646	1,143
Alberta.....	9,342	6,541	2,801	8,499	5,764	2,735	3,577
British Columbia.....	14,156	9,543	4,613	14,816	9,733	5,083	4,240
Total, Canada, March 1956.....	170,687	121,708	48,979	176,734	114,060	62,674	55,408
Total, Canada, February 1956.....	185,016	134,849	50,167	201,048	122,150	78,898	61,455
Total, Canada, March 1955.....	243,544	181,361	62,183	252,705	156,417	96,288	51,620

* In addition, revised claims received numbered 61,211.

† Includes initial claims considered for seasonal benefit.

‡ In addition, 108,425 revised claims were disposed of. Of these, 57,995 were special requests not granted and 1,350 were appeals by claimants. There were 17,815 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1955—February.....	3,452,000	2,865,200	586,800†
March.....	3,476,000	2,856,300	619,700†
April.....	3,469,000	2,863,800	605,200†
May.....	3,260,000	2,906,100	353,900
June.....	3,253,000	3,012,300	240,700
July.....	3,298,000	3,111,700	186,300
August.....	3,309,000	3,141,300	167,700
September.....	3,345,000	3,192,200	152,800
October.....	3,343,000	3,197,600	145,400
November.....	3,359,000	3,195,900	163,100
December.....	3,407,000	3,187,200	219,800
1956—January.....	3,505,000	3,116,900	388,100
February.....	3,532,000	3,055,100	476,900

*Claimants having an unemployment register in the live file on last working day of preceding month. The series prior to November 1955 has been revised to include all claimants (ordinary, short-time and temporary lay-off).

† Includes supplementary benefit claimants.

TABLE E-5.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO MARCH 31, 1956

Source: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS				DISBURSEMENTS			
	CONTRIBUTIONS (Gross less refunds)		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS		Balance in Fund
	Employer and Employee	Government				Ordinary	Seasonal (Formerly Supplementary)		Total
			\$	\$	\$			\$
TO 1950.....	644,786,331 88	128,886,931 60	41,539 99	61,989,796 65	835,704,600 12	252,319,395 71	738,233 89	582,646,972 52
1951.....	128,744,248 84	25,796,703 41	34,656 50	15,630,817 06	170,206,455 81	83,082,101 75	5,190,949 79	664,580,376 79
1952.....	153,887,858 49	30,805,704 77	33,344 00	19,046,503 98	203,773,411 24	85,559,077 68	4,564,758 92	778,199,351 43
1953.....	155,184,595 03	31,036,836 18	36,085 91	22,950,737 41	209,208,254 59	128,814,174 78	7,008,260 57	851,985,164 66
1954.....	158,673,276 19	31,735,897 91	36,833 77	26,094,504 24	216,540,482 11	174,619,903 03	12,231,616 40	881,274,133 34
1955.....	158,860,309 41	31,771,463 88	36,787 72	26,378,268 64	217,046,829 65	232,757,808 10	24,870,838 12	840,692,316 77
TO 1955.....	1,400,136,619 84	280,033,507 75	219,247 92	172,090,658 01	1,852,480,033 52	957,153,059 60	54,634,657 69	840,692,316 77
April.....	13,110,771 06	2,598,206 36	3,008 44	2,112,351 02	17,824,336 88	24,584,421 72	9,176,630 80	824,755,601 13
May.....	13,122,658 85	2,649,562 56	4,314 00	2,062,548 72	17,839,084 13	19,726,384 25	9,272,806 65	827,595,494 38
June.....	13,224,431 79	2,647,761 86	3,645 00	1,904,580 11	17,840,418 76	12,628,940 41	cr 7,141 55	828,261,114 26
July.....	14,332,377 28	2,882,072 21	3,597 00	2,085,771 01	19,373,817 50	8,935,077 04	cr 8,599 08	828,261,453 80
August.....	13,345,061 71	2,690,822 80	2,554 00	2,088,135 53	18,096,574 04	8,710,978 83	cr 1,501 55	847,648,550 56
September.....	13,432,600 85	2,787,005 45	3,232 00	2,036,894 61	18,759,702 91	8,163,115 52	cr 901 75	858,246,039 70
October.....	14,406,964 72	2,902,146 12	3,600 31	2,108,039 95	19,510,751 10	7,514,457 92	74 95	870,242,257 03
November.....	15,444,293 17	3,075,114 21	2,259 02	2,040,229 53	20,591,805 95	8,642,839 10	cr 183 05	882,161,407 84
December.....	15,431,757 76	3,082,546 42	2,239 44	2,108,039 95	20,624,583 57	11,928,501 78	.....	890,857,489 63
January 1956.....	14,311,351 72	2,884,448 44	647 51	2,108,039 95	19,304,457 62	18,966,006 33	5,653,085 00	885,512,793 92
February.....	14,971,823 17	2,989,900 66	539 48	2,081,650 11	20,043,943 42	23,226,015 54	8,942,982 00	873,417,741 80
March.....	*13,942,968 20	2,788,985 54	11,433 80	2,198,852 18	18,932,239 72	27,011,235 93	11,140,227 00	854,198,518 59
Sub-Total.....	169,726,970 28	33,948,572 66	31,070 00	25,005,132 67	228,711,745 61	180,038,064 37	35,167,479 42	854,198,518 59
Total.....	1,569,863,500 12	313,982,080 41	250,137 92	197,095,790 68	2,081,191,779 13	1,137,191,123 43	89,802,137 11	854,198,518 59

*Stamps \$5,889,498.68 Meter \$1,549,375.81 Bulk \$6,424,870.35 DVA \$79,223.36 Total \$13,942,968.20

† Includes penalties of \$674.20.

‡ From January 1956.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commodi- ties and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1955—January.....	116.4	112.1	128.4	108.1	117.1	118.2
February.....	116.3	111.5	128.5	108.1	117.1	118.3
March.....	116.0	110.7	128.6	108.0	117.0	118.3
April.....	116.1	111.0	128.7	107.9	116.9	118.2
May.....	116.4	112.3	128.8	107.9	116.4	118.3
June.....	115.9	111.0	129.2	107.8	116.1	117.8
July.....	116.0	111.5	129.6	107.8	115.8	117.7
August.....	116.4	112.4	129.8	108.8	115.8	118.0
September.....	116.8	113.7	130.0	107.8	115.9	117.9
October.....	116.9	113.5	130.2	107.8	116.1	118.1
November.....	116.9	113.0	130.6	107.9	116.5	118.3
December.....	116.9	112.4	131.0	108.5	116.6	118.3
1956—January.....	116.8	111.5	131.3	108.6	116.5	119.0
February.....	116.4	109.9	131.5	108.6	116.7	119.3
March.....	116.4	109.1	131.6	108.7	116.8	119.9
April.....	116.6	109.7	131.9	108.7	116.6	120.1
May.....	116.6	109.3	132.1	108.8	116.5	120.5

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA
AT THE BEGINNING OF APRIL, 1956**

(1949 = 100)

Source: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commo- dities and Services
	April 1st, 1955	March 1st, 1956	April 2nd, 1956					
(1) St. John's, Nfld.....	103.5	105.0	105.9	102.2	109.7	100.8	104.4	113.0
Halifax.....	114.6	114.3	114.8	105.2	125.4	114.8	119.9	119.7
Saint John.....	117.6	117.4	117.6	109.8	127.6	116.7	117.4	124.5
Montreal.....	116.7	116.7	116.7	111.5	136.2	108.0	114.9	119.9
Ottawa.....	116.9	117.3	117.7	107.9	136.2	111.6	116.4	123.7
Toronto.....	118.4	118.2	118.7	107.6	148.3	111.3	115.5	120.2
Winnipeg.....	115.3	116.8	116.5	110.7	127.3	113.2	114.0	121.0
Saskatoon—Regina.....	113.9	114.7	114.9	110.6	118.1	114.8	116.5	116.5
Edmonton—Calgary.....	114.2	114.3	114.6	107.6	121.2	113.8	116.6	119.6
Vancouver.....	117.2	118.6	118.6	111.8	128.2	113.3	128.0	120.2

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-APRIL 1955, 1956†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1956*						
January.....	13‡	13	17,335‡	17,335	338,340	0·38
February.....	12	22	3,884	20,144	234,795	0·27
March.....	12	22	2,324	3,243	16,875	0·02
April.....	14	20	2,500	2,772	10,050	0·01
Cumulative.....	51		26,043		600,060	0·17
1955						
January.....	18‡	18	12,179‡	12,179	218,985	0·25
February.....	5	12	346	2,843	20,669	0·02
March.....	7	13	1,778	2,297	15,752	0·02
April.....	16	21	1,821	2,656	25,369	0·03
Cumulative.....	46		16,124		280,775	0·08

* Preliminary figures.

‡ Strikes unconcluded at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, APRIL 1956 ⁽¹⁾

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars ⁽²⁾
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to April 1956					
MINING— Lead and zinc miners, Ainsworth, B.C.	1	68	1,560	Mar. 21	For a new agreement providing for increased wages and reduced hours from 44 to 40 per week with same take-home pay, following reference to conciliation board; unconcluded.
MANUFACTURING— Metal Products— Structural steel fabricators, Sault Ste. Marie, Ont.	1	⁽³⁾ 130	130	Aug. 19 1955	For a new agreement providing for increased wages and job evaluation plan, following reference to conciliation board; concluded April 2; conciliation; compromise.
Power saw factory workers, Toronto, Ont.	1	.....	.....	Mar. 16	Alleged discrimination in dismissal of 24 workers; later information indicates concluded March 20; reference to a commissioner; indefinite
Non-Metallic Minerals, Chemicals, etc.— Chemical factory workers, Palo, Sask.	1	27	620	Oct. 22 1955	For a new agreement providing for increased wages, shift differential and reduced hours from 44 to 40 per week with same take-home pay; unconcluded.
CONSTRUCTION— Buildings and Structures— Painters, London, Ont.	12	⁽⁴⁾ 30	100	Mar. 26	For a new one-year agreement providing for increased wages and union shop, following reference to conciliation board; concluded April 5; negotiations; compromise.
TRANSPORTATION AND PUBLIC UTILITIES— Miscellaneous— Radio station employees, Peterborough, Ont.	1	6	150	Feb. 18	For a new agreement providing for increased wages, Rand formula for union dues, etc., following reference to conciliation board; partial return of workers; dispute still in existence but employment conditions no longer affected by the end of April; indefinite.
TRADE— Pipe fitting and sprinkler equipment jobbers, Vancouver, B.C.	1	11	140	Dec. 7 1955	For a union agreement providing for increased wages, welfare plan and extension of vacation plan, following reference to conciliation board; dispute still in existence but employment conditions no longer affected by the end of April; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, APRIL 1956 ⁽¹⁾

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars(?)
	Estab- lish- ments	Workers			
Strikes and Lockouts Commencing During April 1956					
MINING— Copper miners, Levack, Ont.	1	200	600	Apr. 10	Protest against wearing safety glasses; concluded April 12; negotiations; in favour of employer.
MANUFACTURING— <i>Textiles, Clothing, etc.—</i> Cotton factory maintenance men, Welland, Ont.	1	20	60	Apr. 11	For increased wages; concluded April 13; return of workers; in favour of employer.
Cotton factory workers, Drummondville, Que.	1	1,320	2,640	Apr. 27	Dispute over quality checkers; unconcluded.
<i>Miscellaneous Wood Products—</i> Sawmill truck drivers, Duncan, B.C.	1	6	20	Apr. 4	Alleged discrimination in lay-off of drivers; concluded April 9; negotiations; in favour of workers.
Sawmill workers, Whonnock, B.C.	1	87	85	Apr. 9	For seniority on day shift when night shift laid off; concluded April 9; negotiations; in favour of employer.
<i>Metal Products—</i> Electrical apparatus factory workers, Pembroke, Ont.	1	20	360	Apr. 5	For a greater increase in wages than recommended by conciliation board in new agreement under negotiations; unconcluded.
Farm machinery factory workers, Guelph, Ont.	1	100	200	Apr. 19	Refusal by a worker to operate two automatic machines at one time, resulting in suspension of three workers; concluded April 20; negotiations; indefinite, result not reported.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Glass factory workers, Toronto, Ont.	(5) 7	300	1,740	Apr. 18	For a new agreement providing for increased wages, following reference to conciliation board; concluded April 25; conciliation; compromise.
<i>Miscellaneous Products—</i> Boat builders, Bracebridge, Ont.	2	30	300	Apr. 4	For a union agreement providing for increased wages, following reference to conciliation board; concluded April 27; partial return of workers; in favour of employer.
CONSTRUCTION— <i>Buildings and Structures—</i> Labourers, Hamilton, Ont.	1	205	820	Apr. 13	For increased wages; concluded April 18; return of workers; in favour of employer.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, APRIL 1956 ⁽¹⁾

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars(?)
	Estab- lish- ments	Workers			
Strikes and Lockouts Commencing During April 1956—Concluded					
Labourers, Hamilton, Ont.	1	53	80	Apr. 17	For increased wages; concluded April 18; return of workers; in favour of employer.
Miscellaneous— Gas pipeline machine operators and labourers, Kamloops, B.C.	1	36	35	Apr. 27	For \$2.00 per day subsistence allowance; concluded April 27; return of workers and replacement; in favour of employer.
TRADE— Route salesmen and dairy workers, Shawinigan Falls, Que.	1	20	20	Apr. 13	Protesting dismissal of a worker; concluded April 13; return of workers pending conciliation; indefinite.
Department store employees, Grand Falls, Nfld.	2	103	390	Apr. 21	For a new agreement providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay and union shop; concluded by April 28; negotiations; compromise.

⁽¹⁾ Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

⁽²⁾ In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

⁽³⁾ 45 indirectly affected; ⁽⁴⁾ 150 indirectly affected; ⁽⁵⁾ 152 indirectly affected.

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